



Mondi Group

GRI & SASB Index 2022



GRI & SASB Content Index

The Mondi Sustainable Development report 2022 has been produced in accordance with the GRI Standards using the updated Universal Standards (2021) and the Sustainability Accounting Standards Board (SASB) – Containers & Packaging Industry Standard (October 2018).

More information can be found in our Sustainable Development report 2022 (pages 92–94).

GRI & SASB Content Index

Statement of use	Mondi has reported in accordance with the GRI Standards for the reporting period 2022 (1 January 2022 to 31 December 2022)
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	None

GRI/SASB standards	Disclosure	Location in reporting suite	Direct answers, notes and omissions
GRI 2: GENERAL DISCLOSURES (2021)			
The organization and its reporting practices			
2-1	Organizational details	Sustainable Development report – Front Cover, Where we operate (page 8) Integrated report and financial statements – Shareholder information (page 251)	
2-2	Entities included in the organization’s sustainability reporting	Integrated report and financial statements – List of subsidiaries and associated undertakings and other significant holdings (pages 234-238)	The entities included in the Integrated report and financial statements 2022 are identical to the entities covered in the SD report 2022.
2-3	Reporting period, frequency and contact point	Sustainable Development report – Reporting standards & scope (page 92) Sustainable Development report – Back cover	
2-4	Restatements of information	Sustainable Development report – Reporting standards & scope (page 92-94)	
2-5	External assurance	Sustainable Development report – Independent assurance statement (page 95-96)	
Activities and workers			
2-6	Activities, value chain and other business relationships	Sustainable Development report – Our businesses (page 7), Our integrated value chain (pages 15-16), Reporting standards & scope (page 94)	Organisational changes: During the year, we have sold our Personal Care Components business and part of the Engineered Material business unit and the disposal of our Russian operations is ongoing. To grow our packaging business we have acquired the Duino mill near Trieste (Italy).
2-7	Employees	SD Consolidated performance data – Diversity (page 2)	The divesture of our Personal Care Components Business in July has reduced the number of employees by approximately 730. Omission – Information Unavailable for 2-7 b iii. as Mondi’s central human resource information system does not have any data about any non-guaranteed hours employees.
2-8	Workers who are not employees		We have an average of 11,629 contractors across the Group for harvesting activities at our forestry operations and maintenance shuts at our pulp and paper mills. This is calculated as average across the reporting period in full-time equivalent. Variation in numbers throughout the year are caused by timing of maintenance shuts and harvesting season in forestry operations as well as closure of CAPEX projects.

GRI & SASB Content Index

GRI/SASB standards	Disclosure	Location in reporting suite	Direct answers, notes and omissions
Governance			
2-9	Governance structure and composition	Sustainable Development report – Sustainability governance (page 86) Integrated report and financial statements – Board of directors (pages 88-89), Executive Committee and Company Secretary (pages 90-91), Division of responsibilities (pages 99-103)	
2-10	Nomination and selection of the highest governance body	Integrated report and financial statements – Nominations Committee (page 109)	
2-11	Chair of the highest governance body	Integrated report and financial statements – Board of directors (page 88)	
2-12	Role of the highest governance body in overseeing the management of impacts	Sustainable Development report – Sustainability governance (pages 85-87), Materiality (pages 90-91)	
2-13	Delegation of responsibility for managing impacts	Sustainable Development report – Sustainability governance (pages 85-86)	
2-14	Role of the highest governance body in sustainability reporting	Sustainable Development report – Sustainability governance (page 86)	
2-15	Conflicts of interest	Integrated report and financial statements – Division of responsibilities (page 99)	There were no conflicts of interest raised in 2022. Should any arise, they would be disclosed to stakeholders.
2-16	Communication of critical concerns	Sustainable Development report – Human rights (page 72), Sustainability governance (page 87)	
2-17	Collective knowledge of the highest governance body	Integrated report and financial statements – Composition, succession and evaluation (page 104)	
2-18	Evaluation of the performance of the highest governance body	Integrated report and financial statements – Composition, succession and evaluation (pages 105-106)	
2-19	Remuneration policies	Sustainable Development report – Sustainability governance (page 85) Integrated report and financial statements – Remuneration report (pages 124-153)	
2-20	Process to determine remuneration	Integrated report and financial statements – Remuneration report (pages 124, 127, 128, 139, 151)	
2-21	Annual total compensation ratio	Integrated report and financial statements – Remuneration report (page 147)	
Strategy, policies and practices			
2-22	Statement on sustainable development strategy	Sustainable Development report – Our sustainability approach – Leadership insights on sustainability (pages 5-6)	
2-23	Policy commitments	Sustainable Development report – Environmental performance (page 64), Human rights (pages 71-73), Communities (page 74), Procurement (pages 78-80), Sustainability governance (page 86)	
2-24	Embedding policy commitments	Sustainable Development report – Circular Driven Solutions (pages 22-24, and 28), Created by Empowered People (pages 33, 37-43), Taking Action on Climate (pages 47-49, 54-56, 58-59), Environmental performance (pages 64-68), Human rights (pages 71-73), Communities (pages 74, 76-77), Procurement (pages 78-81), Sustainability governance (pages 85-87)	

GRI & SASB Content Index

GRI/SASB standards	Disclosure	Location in reporting suite	Direct answers, notes and omissions
2-25	Processes to remediate negative impacts	Sustainable Development report – Circular Driven Solutions (page 22), Created by Empowered People (page 33), Taking Action on Climate (page 46), Environmental performance (pages 64, 66), Human rights (pages 71, 72), Communities (page 74), Procurement (page 78), Sustainability governance (page 87)	
2-26	Mechanisms for seeking advice and raising concerns	Sustainable Development report – Sustainability governance (page 87)	The policy owners and support are responsible for providing advice on the implementation of the Group's policies and practices.
2-27	Compliance with laws and regulations	Sustainable Development report – Environmental performance (page 68) SD Consolidated performance data – Water, Air and Waste (pages 9-12)	Mondi has not received any material fines or non-monetary sanctions for non-compliance with laws and regulations. The Group is not aware of any pending prosecutions.
2-28	Membership associations	Sustainable Development report – Stakeholder engagement (page 89) Stakeholder Engagement Index	
Stakeholder engagement			
2-29	Approach to stakeholder engagement	Sustainable Development report – Stakeholder engagement (pages 88-89) Stakeholder Engagement Index	We define our stakeholders as internal and external individuals, groups, organisations and partners that are interested in, have influence over or are affected by (positively or negatively) our business decisions, policies and objectives. We determine our key stakeholder groups through consultation with internal business functions and experts from our businesses.
2-30	Collective bargaining agreements		An estimated 59% of our employees were covered by Collective Bargaining Agreements (CBAs) in 2022 (2021: 61%). Conditions determined by collective bargaining agreements can also influence working terms of other employees, depending on individual local circumstances. No central overview of these instances is collected at Group level.
GRI 3: Material Topics 2021			
3-1	Process to determine material topics	Sustainable Development report – Materiality (page 90)	
3-2	List of material topics	Sustainable Development report – Materiality (page 91)	
SASB – Activity metrics			
RT-CP-000.A	Amount of production, by substrate	Integrated report and financial statements – Integrated value chain (page 17) Sustainable Development report – Integrated value chain (page 16), Environmental performance (page 67)	
RT-CP-000.B	Percentage of production as: (1) paper/wood, (2) glass, (3) metal, and (4) plastic	Integrated report and financial statements – Integrated value chain (pages 16-17) Sustainable Development report – Environmental performance (page 67)	As metric units differ for these materials, we provide absolute volumes in our energy and materials flow.

GRI & SASB Content Index

GRI/SASB standards	Disclosure	Location in reporting suite	Direct answers, notes and omissions
RT-CP-000.C	Number of employees	Integrated report and financial statements – Empowered people (page 42) SD Consolidated performance data – Diversity (page 2)	Mondi employed a total of 21,990 people at 31 December 2022.

Circular Driven Solutions – Make our packaging and paper solutions reusable, recyclable or compostable

GRI 3: Material topics (2021)

3-3	Management of material topics	Sustainable Development report – Circular Driven Solutions (pages 23-27)
-----	-------------------------------	--

GRI-301: Materials (2016)

301-1	Materials used by weight or volume	Sustainable Development report – Environmental performance (page 67)
301-2	Recycled input materials used	Sustainable Development report – Environmental performance (page 67)

GRI-416: Customer health and safety (2016)

416-1	Assessment of the health and safety impacts of product and service categories	Sustainable Development report – Circular Driven Solutions (page 25)	As part of our commitment to product quality, we maintain relevant and credible certifications at our operations to meet the requirements of different sectors and applications. They include ISO 9001 (quality management), ISO 14001 (environmental management) and food safety. We cannot provide a percentage for the number of product or service categories, as this is monitored at a site level and applies to all relevant products produced at each site.
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services		In 2022, we were not made aware of any incidents of non-compliance with regulations and voluntary codes on customer safety and health.

GRI-417: Marketing and labelling (2016)

417-1	Requirements for product and service information and labelling		Our procedures for product information and labelling include the following legal requirements: sourcing of components of the product; content, particularly with regard to substances that might produce an environmental impact; safe use and disposal and environmental impacts. 100% of our significant product categories are covered by and assessed for compliance with such procedures.
417-2	Incidents of non-compliance concerning product and service information and labelling		In 2022, there were no relevant incidents concerning non-compliance of product information and labelling.
417-3	Incidents of non-compliance concerning marketing communications		In 2022, there were no relevant incidents concerning non-compliance of marketing communication.

GRI-418: Customer privacy (2016)

418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data		In 2022, we were not made aware of complaints about breaches of customer privacy and losses of customer data
-------	--	--	--

SASB – Product safety

RT-CP-250a.1	Number of recalls issued, total units recalled		There were no product recalls issued in 2022
--------------	--	--	--

GRI & SASB Content Index

GRI/SASB standards	Disclosure	Location in reporting suite	Direct answers, notes and omissions																									
RT-CP-250a.2	Discussion of process to identify and manage emerging materials and chemicals of concern	Sustainable Development report – Circular Driven Solutions (page 23)	As defined in our Environmental Impact and Resource Efficiency Operating Standard, all operations have in place an environmental impact assessment (EIA) to identify, evaluate and manage all environmental and social risks. This includes the storage, handling and disposal of chemicals and hazardous materials in an ethical and responsible manner. Operations are required to have an inventory of toxic and dangerous chemicals used and stored, and must develop a plan to replace these materials with less harmful substances as far as their use is feasible.																									
SASB – Product life cycle management																												
RT-CP-410a.1	Percentage of raw materials from: (1) recycled content, (2) renewable resources, and (3) renewable and recycled content		<p>We are unable to provide the percentage of raw materials consumed derived from renewable sources and from renewable and recycled content due to different metric units used for different materials. Below we have provided a breakdown of our renewable material groups.</p> <table border="1"> <thead> <tr> <th>Purchased</th> <th>Recycled content</th> <th>Renewable resources</th> <th>Renewable and recycled</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Wood (million m³)</td> <td>-</td> <td>14.5</td> <td>-</td> <td>14.5</td> </tr> <tr> <td>External pulp (million tonnes)</td> <td>-</td> <td>0.3</td> <td>0.02</td> <td>0.3</td> </tr> <tr> <td>Paper for recycling (million tonnes)</td> <td>-</td> <td>-</td> <td>1.3</td> <td>1.3</td> </tr> <tr> <td>Resins and films (tonnes)</td> <td>935</td> <td>1,355</td> <td>-</td> <td>2,290</td> </tr> </tbody> </table>	Purchased	Recycled content	Renewable resources	Renewable and recycled	Total	Wood (million m ³)	-	14.5	-	14.5	External pulp (million tonnes)	-	0.3	0.02	0.3	Paper for recycling (million tonnes)	-	-	1.3	1.3	Resins and films (tonnes)	935	1,355	-	2,290
Purchased	Recycled content	Renewable resources	Renewable and recycled	Total																								
Wood (million m ³)	-	14.5	-	14.5																								
External pulp (million tonnes)	-	0.3	0.02	0.3																								
Paper for recycling (million tonnes)	-	-	1.3	1.3																								
Resins and films (tonnes)	935	1,355	-	2,290																								
RT-CP-410a.2	Revenue from products that are reusable, recyclable, and/or compostable	Integrated report and financial statements – Key performance indicators (page 31), Circular Driven Solutions (page 38) Sustainable Development report – Circular Driven Solutions (page 27)	Revenue from products that are reusable, recyclable and/or compostable: 82%. See 'Mondi's Path to Circularity Scorecard' on page 24 in the Sustainable Development report for details on the methodology applied.																									
RT-CP-410a.3	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	Integrated report and financial statements – Integrated value chain (pages 16–17), Circular Driven Solutions (pages 38–39) Sustainable Development report – Circular Driven Solutions (pages 23–17)																										

GRI & SASB Content Index

GRI/SASB standards	Disclosure	Location in reporting suite	Direct answers, notes and omissions
Circular Driven Solutions – Avoid waste by keeping materials in circulation			
GRI 3: Material topics (2021)			
3-3	Management of material topics	Sustainable Development report – Circular Driven Solutions (page 28)	
Circular Driven Solutions – Work with others to eliminate unsustainable packaging			
GRI 3: Material topics (2021)			
3-3	Management of material topics	Sustainable Development report – Circular Driven Solutions (pages 29-31)	
Created by Empowered People – Build skills that support long-term employability			
GRI 3: Material topics (2021)			
3-3	Management of material topics	Sustainable Development report – Created by Empowered People (pages 34-35)	
GRI-404: Training and education (2016)			
404-1	Average hours of training per year per employee	Sustainable Development report – Created by Empowered People (page 35)	Information unavailable: training hours by gender and employee category is unavailable as Mondi's central database of people statistics is not structured according to employee categories.
404-2	Programs for upgrading employee skills and transition assistance programs	Sustainable Development report – Created by Empowered People (page 35)	For those employees facing retirement, confidence and quality of work relations is improved by the knowledge that they are supported in the transition from work to retirement, for example through pre-retirement planning, flexible working models in transitioning to retirement, administration assistance, severance pay or consultancy agreements. This is a locally driven programme so we do not have a central overview of the transition assistance programmes.
404-3	Percentage of employees receiving regular performance and career development reviews		51% of female employees and 25% of male employees and 9% of production and 77% of non-production employees completed a Performance and Development Review in 2022.
Created by Empowered People – Provide purposeful employment for all of us in a diverse and inclusive workplace			
GRI 3: Material topics (2021)			
3-3	Management of material topics	Sustainable Development report – Created by Empowered People (pages 36-38)	
GRI-401: Employment (2016)			
401-1	New employee hires and employee turnover	SD Consolidated performance data - Diversity (page 2)	
GRI-402: Labour/management relations (2016)			
402-1	Minimum notice periods regarding operational changes		Affected employees of closure of Mondi Adana (Türkiye), divesture from Mondi operations in Russia and sale of PCC business (Germany and China) were informed in line with local legislation and requirements for public disclosure, at least one month before operational change.
GRI-405: Diversity and Equal Opportunity (2016)			
405-1	Diversity of governance bodies and employees	SD Consolidated performance data - Diversity (page 2)	Board of directors: 33% female, 67% male; 100% in age group over 50 years.

GRI & SASB Content Index

GRI/SASB standards	Disclosure	Location in reporting suite	Direct answers, notes and omissions
Created by Empowered People – Create an environment that enables a positive work-life experience, valuing our safety, health and mental wellbeing			
GRI 3: Material topics (2021)			
3-3	Management of material topics	Sustainable Development report – Created by Empowered People (pages 39-44)	
403-1	Occupational health and safety management system	Sustainable Development report – Created by Empowered People (pages 40-43)	
403-2	Hazard identification, risk assessment, and incident investigation	Sustainable Development report – Created by Empowered People (pages 40-41)	Mondi has a Practice Note for Risk Assessments and all safety and health teams have been trained in the correct use of the requirements. Assessing quality of risk assessments forms part of the Modular Training Programme for SHE professionals.
403-3	Occupational health services	Sustainable Development report – Created by Empowered People (page 43)	We are not able to report on the quality of health services at the sites. Services are provided by professional health service providers. We use accredited occupational health practitioners to guide and assist in identifying occupational health hazards in our Group.
403-4	Worker participation, consultation, and communication on occupational health and safety	Sustainable Development report – Created by Empowered People (page 43)	We don't have joint management-worker health and safety committees at all sites, however, all sites have implemented the Engagement Board process, thereby supporting worker participation, consultation and communication.
403-5	Worker training on occupational health and safety	Sustainable Development report – Created by Empowered People (pages 42-43)	
403-6	Promotion of worker health	Sustainable Development report – Created by Empowered People (page 43)	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Sustainable Development report – Created by Empowered People (page 43)	
GRI-403: Occupational Health and Safety (2018)			
403-8	Workers covered by an occupational health and safety management system	Sustainable Development report – Created by Empowered People (page 40)	92% of employees at our mills, and 89% of employees at our converting operations are covered by ISO 45001. The figures include employees of three Personal Care Component operations, which were sold in H1 2022.
403-9	Work-related injuries	Sustainable Development report – Created by Empowered People (pages 41-42)	We disclose the absolute number of fatalities and life-altering injuries and the root causes annually, but do not calculate rates as these numbers are not meaningful as indicators. For example our fatality rate and life-altering injury rate in 2022 would be calculated as 0.003 and 0.007 respectively. The information in our Safety chapter addresses life-altering injuries, which is equivalent to high-consequence-work-related injuries.
Taking Action on Climate – Reduce our greenhouse gas emissions in line with science-based targets			
GRI 3: Material topics (2021)			
3-3	Management of material topics	Sustainable Development report – Taking Action on Climate (pages 47-53)	
GRI-201: Economic Performance (2016)			
201-2	Financial implications and other risks and opportunities due to climate change	Integrated report and financial statements – Principal risks (page 77), TCFD (pages 52-55)	

GRI & SASB Content Index

GRI/SASB standards	Disclosure	Location in reporting suite	Direct answers, notes and omissions
GRI-302: Energy (2016)			
302-1	Energy consumption within the organisation	Sustainable Development Report – Taking Action on Climate (page 51-52) SD Consolidated performance data – Energy (page 6) CDP Climate Change 2022	Cooling is not applicable for Mondi operations. Steam (consumption and sold) is reported as heat figures on the sankey diagram on page 51.
302-3	Energy intensity	SD Consolidated performance data – Energy (page 6)	
SASB – Energy Management			
RT-CP-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable, (4) total self-generated energy	Sustainable Development report – Taking Action on Climate (page 51)	
GRI-305: Emissions (2016)			
305-1	Direct (Scope 1) GHG emissions	Sustainable Development report – Taking Action on Climate (page 52), Reporting standards and scope (page 94) SD Consolidated performance data – GHG emissions (pages 3-5)	Information Unavailable for 305-1-c. Due to the revision of the GHG Protocol Land Sector and Removals Guidance the methodology for calculating biogenic CO ₂ emissions has not been approved. Mondi will report on those figures as soon as the methodology is approved by WBCSD/WRI.
305-2	Energy indirect (Scope 2) GHG emissions	Sustainable Development report – Taking Action on Climate (page 52), Reporting standards and scope (page 94) SD Consolidated performance data – GHG emissions (pages 3-5)	
305-3	Other indirect (Scope 3) GHG emissions	Sustainable Development report – Taking Action on Climate (page 53), Reporting standards and scope (page 94) SD Consolidated performance data – GHG emissions (page 5)	Information Unavailable for 305-3-c. Due to the revision of the GHG Protocol Land Sector and Removals Guidance the methodology for calculating biogenic CO ₂ emissions has not been approved. Mondi will report on those figures as soon as the methodology is approved by WBCSD/WRI.
305-4	GHG emissions intensity	Sustainable Development report – Taking Action on Climate (page 52) SD Consolidated performance data – GHG emissions (pages 3-5)	
305-5	Reduction of GHG emissions	Sustainable Development report – Taking Action on Climate (pages 52-53, Reporting standards and scope (page 94) SD Consolidated performance data – GHG emissions (pages 3-5)	
SASB – Greenhouse Gas Emissions			
RT-CP-110a.1	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	Integrated report and financial statements – Taking Action on Climate (page 45), TCFD (page 54) Sustainable Development report – Taking Action on Climate (page 52)	
RT-CP-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Integrated report and financial statements – Taking Action on Climate (pages 44-45), TCFD (pages 48-57) Sustainable Development report – Taking Action on Climate (pages 47-53)	

GRI & SASB Content Index

GRI/SASB standards	Disclosure	Location in reporting suite	Direct answers, notes and omissions
Taking Action on Climate – Maintain zero deforestation in our wood supply, sourcing from healthy and resilient forests			
GRI 3: Material topics (2021)			
3-3	Management of material topics	Sustainable Development report – Taking Action on Climate (pages 54–57)	
Taking Action on Climate – Safeguard biodiversity and water resources in our operations and beyond			
GRI 3: Material topics (2021)			
3-3	Management of material topics	Sustainable Development report – Taking Action on Climate (pages 58–62)	
GRI-304 Biodiversity (2016)			
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	GRI Biodiversity disclosures	
304-2	Significant impacts of activities, products, and services on biodiversity	GRI Biodiversity disclosures	
304-3	Habitats protected or restored	GRI Biodiversity disclosures	
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	GRI Biodiversity disclosures	
Responsible Business Practices – Communities			
207-1	Approach to tax	Sustainable Development report – Communities (pages 76–77)	
207-2	Tax governance, control, and risk management	Sustainable Development report – Communities (pages 76–77)	Tax figures are not part of the SD report assurance process.
207-3	Stakeholder engagement and management of concerns related to tax	Sustainable Development report – Communities (pages 76–77)	
GRI-207: Tax (2019)			
207-4	Country-by-country reporting	Sustainable Development report – Communities (page 77)	Confidentiality constraints: We have not reported data required for GRI 207-4-b iii) to GRI 207-4-b x) due to confidentiality reasons. The confidentiality issues are not related to country-by-country taxes, but linked to other financial data which we consider commercially sensitive.
GRI-201: Economic performance (2016)			
201-1	Direct economic value generated and distributed	SD Consolidated performance data – Communities (page 14) Integrated report and financial statements – Financial statements – Consolidated income statement (pages 171-172)	
GRI-413: Local Communities (2016)			
413-1	Operations with local community engagement, impact assessments, and development programs	Sustainable Development report – Communities (pages 74–75)	Information unavailable. Due to potential differences in approach, information on the percentage of our operations that have a Community Engagement Plans in place is not consolidated. We continue to work on our community engagement processes and assess options to capture information on local activities.

GRI & SASB Content Index

GRI/SASB standards	Disclosure	Location in reporting suite	Direct answers, notes and omissions
Responsible Business Practices – Procurement			
GRI-204: Procurement practices (2016)			
204-1	Proportion of spending on local suppliers	Sustainable Development report – Procurement (page 78)	Local suppliers of products and services are defined as suppliers that are located close to our significant operations (all Mondi production sites such as mills and converting plants) within the same country.
GRI-308: Supplier Environmental Assessment (2016)			
308-1	New suppliers that were screened using environmental criteria		Due to potential differences in approach, we currently do not report the percentage of new suppliers screened. We continue to develop our Responsible Procurement process.
308-2	Negative environmental impacts in the supply chain and actions taken	Sustainable Development report – Procurement (pages 78, 81, 82)	Due to the complexity of the value chain we focus our supplier assessment on direct suppliers to Mondi. We encourage suppliers to apply similar requirements as expressed in the Code of Conduct to their suppliers. No significant actual or potential negative environmental impacts were identified in the supply chain via Responsible Procurement process in 2022 (screening of 369 supplier sites).
GRI-414: Supplier Social Assessment (2016)			
414-1	New suppliers that were screened using social criteria		Information unavailable. Due to potential differences in approach, we currently do not report the percentage of new suppliers screened. We continue to develop our Responsible Procurement process.
414-2	Negative social impacts in the supply chain and actions taken	Sustainable Development report – Procurement (pages 78, 81, 82)	Due to the complexity of the value chain we focus our supplier assessment on direct suppliers to Mondi. We encourage suppliers to apply similar requirements as expressed in the Code of Conduct to their suppliers. No significant actual or potential negative social impacts were identified in the supply chain via responsible procurement process in 2022 (screening of 369 supplier sites).
SASB – Supply chain management			
RT-CP-430a.1	Total wood fiber procured, percentage from certified sources	Integrated report and financial statements – Integrated value chain (page 16), Taking Action on Climate (page 46) Sustainable Development report – Integrated value chain (page 16), Taking Action on Climate (pages 56–57), Environmental performance (page 67), Procurement (page 82) SD Consolidated performance data - Forests and fibre procurement (page 8)	Solid wood is only reported in solid cubic metres.
RT-CP-430a.2	Total aluminium purchased, percentage from certified sources		The percentage of aluminium from certified sources is 0%.
Responsible Business Practices – Environmental performance			
303-1	Interactions with water as a shared resource	Sustainable Development report – Taking Action on Climate (pages 58–62), Environmental performance (pages 65–66)	

GRI & SASB Content Index

GRI/SASB standards	Disclosure	Location in reporting suite	Direct answers, notes and omissions
303-2	Management of water discharge-related impacts	Sustainable Development report – Environmental performance (pages 65–66) CDP Water Security 2022	
306-1	Waste generation and significant waste-related impacts	Sustainable Development report – Environmental performance (page 67)	
306-2	Management of significant waste-related impacts	Sustainable Development report – Circular Driven Solutions (pages 23–28), Environmental performance (page 67)	
GRI-303: Water and effluents (2018)			
303-3	Water withdrawal	Sustainable Development report – Environmental performance (page 65)	
GRI-305: Emissions (2016)			
305-6	Emissions of ozone-depleting substances (ODS)	Sustainable Development report – Environmental performance (page 66) SD Consolidated performance data – Water, Air and Waste (page 11)	
305-7	Nitrogen oxides (NO _x), sulphur oxides (SO _x), and other significant air emissions	Sustainable Development report – Environmental performance (page 66) SD Consolidated performance data – Water, Air and Waste (page 11)	
GRI-306: Waste (2020)			
306-3	Waste generated	Sustainable Development report – Environmental performance (page 67) SD Consolidated performance data – Water, Air and Waste (pages 12–13)	
306-4	Waste diverted from disposal	Sustainable Development report – Environmental performance (page 67) SD Consolidated performance data – Water, Air and Waste (pages 12–13)	All waste reported is produced on-site. Reuse is not applicable for Mondi operations. Where by-products can be reused, they are recycled and deemed as secondary raw materials
306-5	Waste directed to disposal	Sustainable Development report – Environmental performance (page 67) SD Consolidated performance data – Water, Air and Waste (pages 12–13) CDP Climate Change 2022	Waste for incineration with energy recovery is done with used solvents and is reported in GJ.
SASB – Waste management			
RT-CP-150a.1	Amount of hazardous waste generated, percentage recycled	Integrated report and financial statements – Environmental performance (page 59) SD Consolidated performance data – Water, Air and Waste (pages 12–13)	

GRI & SASB Content Index

GRI/SASB standards	Disclosure	Location in reporting suite	Direct answers, notes and omissions
SASB – Water management			
RT-CP-140a.1	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Integrated report and financial statements – Environmental performance (page 59) Sustainable Development report – Environmental performance (page 65) SD Consolidated performance data – Water, Air and Waste (pages 9-10)	We withdrew 219 million m ³ of water during 2022, of which 46% was from water-stressed or water-scarce regions, and used 215 million m ³ of contact and non-contact water. 45% of the water used was from water-stressed or water-scarce regions.
RT-CP-140a.2	Description of water management risks and discussion of strategies and practices to mitigate those risks	Integrated report and financial statements – Principal risks (page 80) Sustainable Development report – Environmental performance (pages 65-66)	
RT-CP-140a.3	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	Sustainable Development report – Environmental performance (page 68) SD Consolidated performance data – Water, Air and Waste (page 14)	In 2022, we reported 6 out of 9 environmental incidents related to impact on water.
SASB – Air Quality			
RT-CP-120a.1	Air emissions of the following pollutants: (1) NO _x (excluding N ₂ O), (2) SO _x , (3) volatile organic compounds (VOCs), and (4) particulate matter (PM)	Integrated report and financial statements – Environmental performance (page 59) Sustainable Development report – Environmental performance (page 66) SD Consolidated performance data – Water, Air and Waste (pages 12-13)	Omission – Not applicable for VOCs. Mondi uses very small amounts of organic solvents, mainly in printing at our converting operations. VOC emissions from our operations are not material and are not reported at Group level.
Additional Disclosures			
GRI-205: Anti-Corruption (2016)			
205-3	Confirmed incidents of corruption and actions taken		There were no public legal cases brought against Mondi or our employees in 2022.
GRI-206: Anti-Competitive Behaviour (2016)			
206-1	Legal actions for anticompetitive behaviour, anti-trust, and monopoly practices		There were no public legal cases in terms of anticompetitive behaviour, anti-trust or monopoly practices brought against Mondi or our employees in 2022.
GRI-415: Public policy (2016)			
415-1	Political contributions		Mondi is opposed to all forms of corruption and illegal practice. The Group does not tolerate the giving or receiving of bribes, nor does it condone anti-competitive practices in its dealings with governments or in the marketplace. In principle, Mondi does not support contributions or donations for political purposes. Any such donations require the approval of Board, Executive Committee and shareholders. Our approach to preventing corruption is published in guidelines and policies, on the local and Group-wide intranet, and on the Group website. Mondi requires any lobbying undertaken to be in line with the Group's business ethics and policies. Our policies on these matters are set out in our Business Integrity Policy. Mondi's definition of bribery, as defined in this policy, includes facilitation payments.