



Mondi Group
Stakeholder Engagement
Index 2021

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RESPOND**

Engagement and collaboration along the value chain is essential to drive progress

We engage in meaningful global partnerships and multi-stakeholder collaborations that have the potential to bring about positive change. Sharing knowledge, resources and best practice opens up opportunities to identify sustainable solutions across the value chain. This Stakeholder Engagement Index provides a detailed list of Mondi's key stakeholders, topics most important to them and our activities and response in 2021. A summary overview can be found within our Sustainable Development report 2021 on page 99-100.

Key stakeholders in 2021

Stakeholder group	Why we engage	Topics important to stakeholder group	How we engage
Our employees	<p>Our people make Mondi. By engaging with our employees and creating positive experiences for them, we shape our culture and live our values. We foster open dialogue to provide an opportunity to identify and resolve challenges together, as well as identify and support development initiatives so that our employees are empowered to drive our business forward. We also want to be an employer of choice so that we can attract and retain the necessary skills.</p>	<ul style="list-style-type: none"> - Fair working conditions (such as wages, working hours, freedom of association, etc.) - Safety and health - Diversity, inclusion and respect for human rights - Recognition, fair assessment and feedback, and succession planning - Development and training opportunities - Open and honest dialogue and communication - Effective grievance mechanisms - Fair process for restructuring and closure - COVID-19 pandemic - Strong sustainability culture and performance - Our MAP2030 sustainability commitments, and climate change in particular 	<ul style="list-style-type: none"> - Biennial Group-wide employee survey - Other surveys such as integration surveys for new acquisitions, onboarding surveys for new employees and pulse check surveys - Regular local briefing sessions by managers - Group-wide intranet (planetmondi) and other electronic communication and publications - Virtual colleague conversations and regular personal video messages from our leaders - Recognition schemes, e.g. You Make Mondi - Internal conferences and leadership forums such as the European Communication Forum - Labour and trade unions and employee representative bodies - Performance and Development Reviews, Individual Development Plans and 360° feedback - Employee training programmes and workshops, including Mondi Academy and health & safety programmes - (Reverse) mentoring and coaching programmes - Pre-shut critical task sessions with mills and large contractor companies - Critical task training for employees conducting high risk activities - Annual 'Making a Difference Day' (MADD) - Mondi Diamond Awards to recognise outstanding projects - Socio-economic assessment toolbox (SEAT) process at our mills and forestry operations - Independent, confidential and anonymous grievance platform, SpeakOut - Other formal grievance mechanisms at our operations <p>More about how we engaged with our employees in 2021 can be found in our Sustainable Development report 2021</p> <ul style="list-style-type: none"> - MAP2030, pages 19–20 - Development of 'Path to Circularity' guideline for our products, page 27 - Build skills that support long-term employability, pages 36–38 - Providing purposeful employment for all of us in a diverse and inclusive workplace, pages 39–42 - Create an environment that enables a positive work-life experience, valuing our safety, health and mental wellbeing, pages 43–48 - Setting a meaningful Net-Zero target, page 52

Key stakeholders in 2021

Stakeholder group	Why we engage	Topics important to stakeholder group	How we engage
Our customers	<p>Evolving consumer preferences and increasing demands on our products require close cooperation with our customers to understand their needs and anticipate market trends. Our engagement helps us to prioritise long-term success for our business and our customers by providing an opportunity to develop innovative, sustainable packaging solutions, build strong relationships with customers and help them to achieve their own objectives.</p>	<ul style="list-style-type: none"> - Sustainable packaging and paper products and solutions - Product innovation - Quality and service - Circular economy - Responsible sourcing - Reliable partner, reduced reputation risk and increased transparency - Product safety - Design for recycling - Primary data for Scope 3 calculations 	<ul style="list-style-type: none"> - Key account manager relationships - Regular customer satisfaction surveys - Digital customer interfaces - Collaboration on product innovation - Virtual and hybrid customer and industry events, exhibitions and webinars - Multi-stakeholder initiatives, e.g. 4evergreen, CEFLEX and CELAB - Participation in supplier sustainability rating platforms, e.g. EcoVadis - Customer questionnaires and surveys - Participation in benchmarking and transparency initiatives, such as CDP and Paper Profile - Development of a Life Cycle Assessment tool (PIA) to provide Product Impact Assessments to interested customers - Ongoing conversations and exchange <p>More about how we engaged with our customers in 2021 can be found in our Sustainable Development report 2021</p> <ul style="list-style-type: none"> - Circular Driven Solutions, pages 24-34 - Taking Action on Climate, pages 49-67 - Responsible Business Practices – Procurement, pages 85-91
Our suppliers and contractors	<p>We partner with our suppliers to find solutions to the social and environmental challenges we collectively face across the value chain, encouraging supply chain transparency and promoting fair working conditions. We work closely with our contractors to mitigate risks and improve practices, ensuring they follow Mondi policies in areas such as safety, transparency and business ethics.</p>	<ul style="list-style-type: none"> - Fair and transparent tender process - Support of small-, medium- and local enterprises - Local procurement - Secure, long-term contracts - Supplier diversity - Capacity building and resource support - Safety and health (contractors) - Sustainability along the supply chain - Human rights in the supply chain - Deforestation-free supply chain - Primary data for our Scope 3 calculation 	<ul style="list-style-type: none"> - Tender processes and supplier relationship management - Strategic supplier partnerships - Responsible Procurement process and Due Diligence Management System - Regular compliance and risk assessments of key suppliers - Pre-shut critical task sessions with mills and large contractor companies - Meetings, workshops and training on our corporate requirements - Engagement with forest certification schemes such as FSC™ and PEFC™ to ensure fit-for-purpose certification - Contract managers to facilitate liaison between contracting companies and Mondi Safety Health and Environment (SHE) professionals - Socio-economic Assessment Toolbox (SEAT) process at our mills and forestry operations - Independent, confidential and anonymous grievance platform, SpeakOut - Engaging with suppliers and logistic providers to be able to replace average Scope 3 factors (from data sources such as Ecoinvent) with primary data from the supplier and logistic provider <p>More about how we engaged with our suppliers and contractors in 2021 can be found in our Sustainable Development report 2021</p> <ul style="list-style-type: none"> - Create an environment that enables a positive work-life experience, valuing our safety, health and mental wellbeing, pages 43-48 - Created by Empowered People, pages 35-48 - Responsible Business Practices – Procurement, pages 85-91

Key stakeholders in 2021

Stakeholder group	Why we engage	Topics important to stakeholder group	How we engage
Our communities	Our businesses are more likely to succeed when they are part of healthy, prosperous and dynamic communities. Ongoing and transparent dialogue with local communities enables us to collaboratively address challenges, understand and manage risks, generate employment and business opportunities, improve performance and build trust. We invest directly in the communities where we operate, supporting health, education, environmental protection, local enterprise and infrastructure development.	<ul style="list-style-type: none"> - Employment and enterprise support - Community health and negative impacts from our production sites or from activities related to our production (e.g. road traffic, noise) - Investment in local infrastructure, such as education, roads, healthcare services, wastewater treatment, energy provision, etc. - Prioritising local suppliers - Supporting small and medium-sized enterprises - Being a good neighbour 	<ul style="list-style-type: none"> - SEAT engagement process - Community engagement and social investments - Open days and visits to our sites (due to COVID-19 restrictions, these were limited during 2021) - Partnering with communities and other stakeholders on development initiatives - Collaboration with 'Komi Voytyr', the public movement of the indigenous people in Komi - Independent, confidential and anonymous grievance platform, SpeakOut - Dedicated telephone lines at some of our large operations - Various feedback mechanisms, such as company newsletters and community forums, to discuss current and future operational issues and performance - Engaging with communities after complaints to find the reasons and set measures to avoid reoccurrences where possible <p>More about how we engaged with our communities in 2021 can be found in our Sustainable Development report 2021</p> <ul style="list-style-type: none"> - Responsible Business Practices – Communities, pages 79–84
Our investors	We actively and regularly engage with our investors and analysts to communicate our performance and use the feedback to inform our strategy and decision-making. Our relationship with debt investors and banks as key providers of capital to the Group, together with credit rating agencies, ensures we have access to funding for investment opportunities through the business cycle.	<ul style="list-style-type: none"> - Strategy, financial performance and market dynamics - Governance and remuneration - Transparent communication of our ESG performance, e.g. disclosure of the financial impact of climate-related risks and opportunities in accordance with the TCFD recommendations - Anti-corruption and ethical business conduct - Increasing focus on climate change, circular economy, diversity and inclusion, the supply chain and impact valuation 	<ul style="list-style-type: none"> - Integrated and Sustainable Development reports - Annual General Meetings - Results presentations and trading update calls - Roadshows, telephone calls and other meetings - Questionnaires and ad hoc questions and requests - Independent disclosure platforms for investors, such as CDP - Publication of TCFD-related risks and opportunities - Site visits and capital market days - Investor perception studies <p>Read more about how we engaged with investors in 2021 in our Integrated report 2021</p> <ul style="list-style-type: none"> - Stakeholder engagement (page 21) - Corporate governance report (page 111–112) - Remuneration report (page 138)

Key stakeholders in 2021

Stakeholder group	Why we engage	Topics important to stakeholder group	How we engage
Industry associations and NGOs	We are a member of a number of industry associations and we work with local and global NGOs in multi-stakeholder collaborations where together we can bring about meaningful change. Shared resources and best practice provide an opportunity for multi-stakeholder collaborations to find sustainable solutions along the entire value chain. We are involved in developing and sharing industry best practices related to climate change, the circular economy, sustainable forestry, human rights and business ethics.	<ul style="list-style-type: none"> - Climate change - Deforestation and sustainable forestry - Water stewardship - Biodiversity and ecosystem stewardship - Diversity and inclusion - Resource efficiency - Circular economy and bioeconomy - Responsible sourcing (and human rights) - Rights of communities and indigenous people - Support for research programmes 	<ul style="list-style-type: none"> - Meetings, conferences and forums - Panel discussions and dialogues - Multi-stakeholder collaborative platforms, e.g. WBCSD Forest Solutions Groups, Boreal Forest Platform, 4evergreen, CEFLEX and others - Global and local (multi-stakeholder) partnerships and agreements - Memberships, such as Cepi, Ellen MacArthur Foundation's New Plastics Economy, FSC and PEFC - Independent, confidential and anonymous grievance platform, SpeakOut <p>More about how we engaged with our industry associations and NGOs in 2021 can be found in our Sustainable Development report 2021</p> <ul style="list-style-type: none"> - Circular Driven Solutions, pages 24-34 - Taking Action on Climate, pages 49-67 - Responsible Business Practices – Environmental performance, pages 69-76 - Responsible Business Practices – Communities, pages 79-84 - Responsible Business Practices – Procurement, pages 85-91
National and local governments and regulators	Non-compliance with legal and governance requirements and globally established responsible business conduct in any of the jurisdictions in which we operate could expose us to significant risk. We are also required to comply with permit requirements and to meet local, national and international laws. We engage with national and local governments and regulators to share our intentions, understand their concerns and priorities, and find mutually beneficial solutions.	<ul style="list-style-type: none"> - Compliance with permits and regulations - Payment of taxes to governments - Infrastructure and local development - Local employment - Consideration of a business/industry perspective when developing new regulations - Adoption of sustainability best practices across the forest sector 	<ul style="list-style-type: none"> - Engagement through industry associations, such as Cepi and Flexible Packaging Europe, as well as other regional and national associations - Participation in consultation processes of new laws and regulations - Ongoing monitoring and reporting of legal non-compliances - Agreements with regulators and government authorities to set commitments to meet common goals - Global and local (multi-stakeholder) partnerships and agreements to address community concerns and initiatives, such as the agri-villages project and the mobile health clinics in South Africa <p>More about how we engaged with national and local governments and regulators in 2021 can be found in our Sustainable Development report 2021</p> <ul style="list-style-type: none"> - Circular Driven Solutions, pages 24-34 - Taking Action on Climate, pages 49-67 - Responsible Business Practices – Environmental performance, pages 69-76 - Responsible Business Practices – Communities, pages 79-84
Research institutions and academia	Science plays an essential role in informing our management practices and our work on the ground, from how we manage our forests and impacts of climate change on our sector to energy efficiency and setting science-based GHG emissions reduction targets. To see the impact of our activities and to improve our effectiveness, we depend on robust evidence provided by scientific research.	<ul style="list-style-type: none"> - Ongoing funding and support for research programmes and projects - Promoting the value of science to help develop practical sustainable business solutions - R&D support for the development of alternative solutions (e.g. utilisation of renewable by-products from the pulp process as raw materials in the industry) 	<ul style="list-style-type: none"> - Forums, roundtables, dialogues and panel discussions - Research funding and collaboration with local science and research institutions, e.g. Stellenbosch University, Institute of Biology of the Komi Science Centre, Graz University of Technology, etc. - International partnerships, such as our IUFRO-Mondi Forests and Climate Change partnership <p>More about how we engaged with our research institutions and academia in 2021 can be found in our Sustainable Development report 2021</p> <ul style="list-style-type: none"> - Circular Driven Solutions, pages 24-34 - Taking Action on Climate, pages 49-67

Collaborative platforms and initiatives

Collaborative platforms and initiatives	Why we engage	How we engaged in 2021
4evergreen	Mondi joined the 4evergreen alliance at its inception in 2019. It is a cross-value chain collaboration supporting the role of fibre-based packaging in a circular economy, contributing to a climate neutral and sustainable society. 4evergreen currently has over 90 members, from waste collectors, to recycler, manufacturers, converters and brand owners.	The goal of 4evergreen is to raise the overall recycling rate of fibre-based packaging to 90% by 2030 by focusing on the packaging types that have a low current rate, in particular household and on-the-go food packaging. There are four technical workstreams: developing a recyclability evaluation protocol looking at what is best practice for recycling systems in different regions; designing for circularity guidelines; guidelines for improved collection and sorting; and innovation. Mondi is participating in all technical workstreams as well as in the information and advocacy workstream.
AIM (the European Brands Association)	AIM is the European Brands association representing brand manufacturers in Europe on key issues which affect their ability to design, distribute and market their brands.	In 2021, AIM launched HolyGrail 2.0 with Mondi and over 85 other partners across the value chain. Our goal is to assess whether pioneering digital watermarking technology can enable better sorting and higher-quality recycling rates for packaging in the EU. Digital watermarks have the potential to revolutionise the way we sort and recycle waste, increasing the commercial value of waste so that it can be reused again as a resource. Mondi is a founding member and we are playing an active role in validating the technology – running trials with partners across the value chain.
Alliance for Water Stewardship (AWS)	AWS is a global membership collaboration comprising businesses, NGOs and the public sector. AWS members contribute to the sustainability of local water resources through their adoption and promotion of a universal framework for the sustainable use of water – the International Water Stewardship Standard, or AWS Standard – that drives, recognises and rewards good water stewardship performance.	Mondi joined the global AWS in 2020. We have worked with AWS to develop a Group water stewardship standard that is designed to set out how mills will use operation- and catchment-based context to determine a contextually appropriate level of water stewardship response. This work was guided by the current version of the AWS Standard and considers each mill's exposure to water-related risks. We have commenced the roll out of the Group water stewardship standard across our operations, completing two water stewardship assessments of our South African mills in 2021.
CDP	CDP is a corporate transparency initiative. It plays an important role in disclosing high-quality, comparable data on company environmental performance to investors. The data covers climate change, water security, forests and supply chain.	In 2021, we disclosed on all metrics – climate change, water security, forests and supply chain. More than 13,000 companies disclosed through CDP in 2021, and Mondi is one of 14 companies globally to have been included on this year's 'Triple A' List for environmental leadership after achieving an A score in all three categories: climate change, water security and forests.
CEFLEX	A Europe-wide, multi-stakeholder consortium of over 180 European companies, which aims to enhance the performance of flexible packaging in the circular economy, from packaging design to waste sorting and infrastructure reprocessing.	<p>As a project stakeholder, we participate in and regularly contribute to three of the seven workstreams: Design Guidelines; Sustainable End Markets; and Facilitating Technologies.</p> <p>Our long-term engagement with CEFLEX continues to evolve, focused around three key workstreams:</p> <ul style="list-style-type: none"> - Sustainable End Markets: developing the 'quality recycling process' to create a mechanical recycled PE or PP resin suitable for flexible non-food packaging applications. - Facilitating Technologies: developing layer separation technologies to make multi-layer, multi-material structures recyclable; polyolefin chemical recycling and technology screening. - Design Guidelines: Designing for a Circular Economy Guidelines for flexible packaging.
Confederation of European Paper Industries (Cepi)	Mondi is a member of Cepi, a Brussels-based, pan-European association that represents the interests of the forest fibre and paper industry. Cepi speaks on behalf of 495 companies operating 895 pulp and paper mills across Europe producing paper, cardboard, pulp and other bio-based products. The European pulp and paper industry directly employs more than 180,000 people.	<p>Mondi is part of a number of Cepi's thematic working groups.</p> <p>In 2021, we actively engaged in discussions related to the EU Green Deal, specifically on the EU Forest Strategy and the EU Biodiversity Strategy. We support the forest sector view in favour of continued active use of the European forests by implementing integrated forest management approaches, rather than setting more land aside for conservation. We also continue to support Cepi's call for the EU to place the 'cascading use of wood' principle at the core of its climate and energy policy to promote the most efficient use of the available biomass resource. We also continue to promote the complementary nature of fresh and recycled fibre.</p>

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Flexible Packaging Europe (FPE)	FPE's core activity is representing the European flexible packaging industry on the international stage. FPE represents over 85 member companies operating more than 350 production sites and employing around 57,000 employees. FPE deals with a wide range of issues relevant to the flexible packaging industry, most notably food contact, sustainability and environmental issues.	Mondi has been a member of FPE's Sustainability Committee since 2004 and provides input on relevant environmental and sustainability topics raised with members. FPE plays an advocacy role for the European flexible packaging industry at a regional and international level. FPE deals with a wide range of issues relevant to the flexible packaging industry, most notably food contact, sustainability and environmental issues. In 2020, FPE launched its vision for flexible packaging in a sustainable Europe. In collaboration with FPE and other industry partners, we are also contributing to the development of the PEF Product Category Rules for flexible packaging with a supporting study.
Forest Stewardship Council™ (FSC™)	The FSC is an international non-profit, multi-stakeholder organisation to promote responsible management of the world's forests.	Mondi is a member of FSC. In 2021, we actively participated in thematic discussions with international members in a preparation for the FSC's Virtual General Assembly. We also actively engage with FSC at a national level, focusing on Russia and South Africa where we have our own forestry operations, and also high-risk countries in close proximity to our main wood sourcing regions in Europe. In 2021 we exchanged experiences among FSC's national network partners in these countries with a focus on sanitary loggings and their auditing techniques, aiming at field-testing opportunities after the easing of COVID-19 restrictions. The list of Mondi's FSC certificates for all certified operations can be found at https://info.fsc.org
One Young World	A global forum for young leaders, One Young World identifies, promotes and connects the world's most impactful young leaders to create a better world, with more responsible, more effective leadership. Its LEAD2030 initiative aims to drive progress among young leaders in delivering the UN Sustainable Development Goals.	Mondi supported the LEAD2030 initiative of One Young World for the third year in 2021, with our sponsorship of SDG12 (responsible consumption and production). Our challenge to young entrepreneurs up to age 30 was, 'How can we turn waste by the packaging industry into raw materials of inherent value?' Mondi committed to invest \$50,000 and 12 months of mentorship in a youth-led project, with Genecis Bioindustries submitting the winning proposal. Genecis makes compostable plastics from food waste. The sponsorship will allow founder, Luna, and her team to find new applications for bio-based polymers (PHAs) and will help enable Genecis to scale the business and develop marketing and commercialisation strategies to bring biodegradable plastics to the market.
Paper Profile	Paper Profile is a global, voluntary declaration scheme for presenting uniform environmental product information related to pulp and paper production. It enables the professional paper buyer to make well-informed product choices.	Mondi's Group Environmental Manager is a member of the Paper Profile steering committee. Mondi is also a member of the technical working group, which is helping to generate and improve a standardised description of paper product characteristics.
Silver Taiga Foundation	Silver Taiga Foundation was founded to promote sustainable management of forest landscapes and renewable natural resources in the Komi Republic and other regions of the Russian Federation. We work with Silver Taiga Foundation to develop boreal forestry best practice in the Komi Republic. We also participate in shared projects with WWF-Russia.	Mondi has been a sponsor of Silver Taiga Foundation's work since 2008. Silver Taiga Foundation continually provides us, and other forest stakeholders in the Komi Republic, with relevant environmental information and technical support. We continued our work on the evaluation of long-term impacts of logging operations on biodiversity and ecosystems, water and soil resources, and also carbon pools. Silver Taiga Foundation particularly focuses on improving the understanding of risks and opportunities in the context of Komi Republic and on enhancing access of forestry companies and stakeholders to best available knowledge and guidance. In November 2021, Silver Taiga Foundation arranged a regular Regional Forest Dialogue with local experts and stakeholders to discuss the knowledge accumulated over the last 10-15 years, which was made available to a wider audience via video recording.
The Ellen MacArthur Foundation	The Ellen MacArthur Foundation works with business, government and academia to accelerate the transition to the circular economy. Since its creation, the charity has emerged as a global thought leader, establishing the circular economy on the agenda of decision-makers globally.	Mondi is a member of the Ellen MacArthur Foundation's New Plastics Economy, which brings together leading businesses and experts to rethink and redesign the future of plastics, starting with packaging. In October 2018, we signed up to the New Plastics Economy's Global Commitment, made by leading brand owners, retailers and packaging, to work towards a 100% reusable, recyclable or compostable packaging target by 2025. In 2020, Mondi was a founding member of the pioneer project HolyGrail 2.0 and in 2021, continues to support the validation of the digital watermarking technology to improve separation of waste, and report on our progress under the Global Commitment.

Collaborative platforms and initiatives

Collaborative platforms and initiatives	Why we engage	How we engaged in 2021
The High Conservation Value Resource Network (HCVRN)	The HCVRN works closely with the certification schemes, NGOs, inter-governmental organisations (IUCN, World Bank, FAO, UNEP, etc.) and companies to bring a consistent HCV approach across all land uses.	Mondi continues to support the HCVRN. By scaling up the HCV approach in non-timber commodities, we contribute to solving one of the biggest global threats, namely large-scale deforestation caused by the conversion of pristine forests into agricultural land. In 2021, the HCVRN arranged the first ever Global HCV Summit, which brought together more than 200 participants, including commodity producers, technical organisations, certification schemes and non-governmental organisations. The objective was to explore how the HCVRN and its 31 member organisations can work together to strengthen the HCV approach so that it can best contribute towards achieving the global goals.
The Programme for the Endorsement of Forest Certification™ (PEFC™)	The PEFC is an international non-profit organisation dedicated to promoting sustainable forest management through independent third-party certification.	Mondi is a member of PEFC and we actively participate in their processes and improvement of governance systems and certification standards. In 2021, we actively engaged in PEFC's General Assembly and in thematic International Stakeholder Members' meetings to further develop PEFC in Europe to complement the implementation of the new EU Forest and Biodiversity Strategies and respond to global challenges related to climate and nature, as well as social aspects. We also worked with PEFC at national level. For e.g., in Hungary, which provides supplementary external wood sourcing for mills in neighbouring Austria, we catalysed the extension of certified forest areas and increased the supply of certified wood. The managers from our Wood Certification Network worked with PEFC Austria to revise and update the Hungarian national forest certification standard. In 2021, the new standard was endorsed by PEFC in line with its newest sustainable forest management benchmark. The list of Mondi's PEFC certificates for all certified operations can be found at https://www.pefc.org/find-certified .
United Nations Global Compact (UNGC)	A voluntary initiative to encourage businesses worldwide to reinforce socially responsible business practices and demonstrate commitment to universal principles in the areas of human rights, employment, environment and anti-corruption.	In 2021, our Communication on Progress (CoP) met the requirements for an Advanced Level of reporting. We continue to support the UNGC's CEO Water Mandate. The CoP reporting requirements are incorporated into our annual Sustainable Development report. Find our CoP here .
United Nations World Food Programme (WFP)	The WFP is the leading humanitarian organisation saving lives and changing lives, delivering food assistance in emergencies and working with communities to improve nutrition and build resilience, with the ultimate goal of a world with zero hunger. In 2020, WFP assisted 115.5 million people in 84 countries.	In 2021, we announced a US \$1 million three-year partnership with WFP to improve quality standards for its packaging while minimising environmental impacts, by drawing on Mondi's leading packaging expertise and financial contribution. Over the next three years, the goal is to develop robust and effective guidance for WFP's global network of food manufacturers and local suppliers as well as for the wider humanitarian community. In 2021, we participated at a Food Aid Packaging meeting to share insights on the aims and approach behind our partnership, as well as first results of our analysis of a high energy biscuit packaging to prolong shelf life.
We Mean Business coalition	We Mean Business coalition is a global non-profit coalition working with the world's most influential businesses to take action on climate change. They aim to catalyse business leadership to drive policy ambition and accelerate the transition to a low-carbon economy.	Mondi is a member of the We Mean Business coalition. We support its Responsible Corporate Engagement in Climate Policy and the Science Based Targets initiative (SBTi) by setting up a process to internally audit all activities that influence climate policy, ensuring consistency of those activities and communicating on actions and outcomes via the CDP disclosure and Climate Savers partnership. Mondi has also committed to support the global transition to a low-carbon economy by positively influencing our sector and policy makers through responsible engagement on climate policy.
World Business Council for Sustainable Development (WBCSD)	The WBCSD is a global, CEO-led community of over 200 of the world's leading sustainable businesses, including many of our key customers, working collectively to accelerate the system transformations needed for a net zero, nature positive and more equitable future.	Mondi is a member and co-chair of WBCSD's Forest Solutions Group (FSG), comprising two areas of focus: Sustainable Working Forests; and Sustainable Bio-Economy. As part of the FSG, we continue to promote a transformational role of the forest sector in global climate and nature strategies. In 2021, Mondi and other members of the FSG worked together to develop the 'Forest Sector Net Zero Roadmap', which clearly articulates how sustainable working forests and their products are a key part of the solution to a net-zero economy through a combination of three levers of impact: through decarbonisation (reducing operational emissions), sequestration (increasing carbon removals) and substitution (growing the circular bioeconomy). Through WBCSD, we were also actively involved in cross-sectoral projects, such as the GHG protocol development for ensuring clear carbon accounting rules. We also engaged in the early stages of the Science Based Targets for Nature and Taskforce for Nature-based Financial Disclosure frameworks, which aim to achieve streamlined guidance on nature-related actions and disclosures.

Collaborative platforms and initiatives

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WWF Climate Savers programme	WWF Climate Savers programme is a climate leadership programme that seeks to transform businesses into leaders of the low-carbon economy by inspiring a change in thinking about climate solutions, and as agents of change within their sphere of influence.	As a member of Climate Savers, we support the transformation to a low-carbon economy. In 2019, our science-based GHG reduction targets were approved by the SBTi ¹ . Our work with Climate Savers and the Austrian CLIMATE GROUP support us to prepare a plan, which we announced in 2021. The Net-Zero plan, which has been designed to align with SBTi's new net-zero standard, commits to reducing greenhouse gas (GHG) emissions across Scopes 1, 2 and 3 in line with a 1.5°C scenario. The Net-Zero plan builds on our MAP2030 sustainability framework.
Russian Boreal Forest Platform (BFP)	Established in 2015 by WWF, Mondi and the Silver Taiga Foundation, the BFP aims to bring stakeholders together across the boreal forest to develop a shared understanding of responsible forest management and to optimise yields from commercial forests, while conserving Intact Forest Landscapes (IFLs) and other HCV areas.	We continued to support the BFP and its initiatives. In 2021, BFP made available a 'Sustainable forest management practices database' on its website, developed within the Kolarctic project. Mondi supported the development of the structure of this database and the testing of its functionality. This database aims to improve accessibility of available forestry practices, including those we review during BFP field study tours, to forest companies and stakeholders. In 2021, the BFP also supported the successful relaunch of the Working Group on Sustainable Forestry Intensification, hosted by the Federal Ministry of Natural Resources, and engaged with the forest companies and forest authorities to define key priority areas.
WWF-Mondi Water Stewardship Partnership (WWF-MWSP)	South Africa is a water-stressed country and freshwater ecosystems are vital to wildlife, people and our business. The WWF-MWSP is the next evolutionary phase of the WWF-Mondi Wetlands Programme, which focused on the restoration of wetlands in forestry plantations. The WWF-MWSP's scope extends beyond our own plantation boundaries to include the agricultural sector, small forest growers and other key stakeholders with a shared interest in maintaining freshwater ecosystems and services. It promotes the landscape approach to water stewardship through collective action across whole water catchments.	We extended the WWF-MWSP for a further three years and continued to collaborate for effective water stewardship outcomes in prioritised water source areas, with a focus on catchment-level engagement of key land users, such as the agriculture and forestry sectors. We will continue to work on strengthening water resource management and governance in the uMhlatuze catchment (Zululand Coastal Plain Aquifer) and in the uMkhomazi catchment (Southern Drakensberg). The aim is to have four strategic water source areas with more effective water stewardship project implementation. One of the notable successes is that our partnership supported engagement of other companies from the agricultural and forestry sector in long-term water stewardship programmes with WWF and other organisations. In 2021, Mondi supported the development of high-resolution risk data at the European level within the relaunched WWF Water Risk Filter 6.0 to help companies gain more detailed understanding of water risks across Europe.

¹ Science Based Targets initiative (<https://sciencebasedtargets.org/>)

Research institutions and academia

Research institutions and academia	Why we engage	How we engaged in 2021
Graz University of Technology	The Graz University of Technology (TU Graz) and Mondi have set up a strategic partnership on research and education. In addition to research, a further focus of the strategic partnership is future-oriented teaching and the training of young talent in business and science.	Launched in 2019, Mondi has set up a strategic partnership with the Graz University of Technology to advance research and education through an endowment of two professorships, one in Pulp and Paper Technology and one in Food Contact Materials. We are currently implementing the latest findings from science in order to reduce the energy consumption of the refining process.
Institute of Biology of the Komi Science Centre	We engage with scientists in the Komi Republic (Russia), who conduct research to understand the long-term impacts of our operations on the environment.	In 2021, we continued our engagement with the Institute of Biology within two research projects. The first project, focused on researching the impacts of the Syktyvkar mill (Russia) on terrestrial and aquatic ecosystems, finalised its first assessment and was extended for a further three years to focus on improving the monitoring of particular parameters of surrounding ecosystems. The second project focused on continuing the research of the long-term impacts of logging operations on soils and reforestation by establishing a field trial for long-term monitoring of key environmental parameters, including soil properties, hydrology, biodiversity and carbon cycles.
International Union of Forest Research Organisations (IUFRO)	IUFRO is a non-profit, non-governmental international network of forest scientists, which promotes global cooperation in forest-related research and enhances the understanding of the ecological, economic and social aspects of forests and trees. It unites more than 15,000 scientists in around 650 member organisations in over 125 countries.	We continued our membership in IUFRO and in July 2021, announced a three-year IUFRO-Mondi partnership to identify science-based viable responses to climate-related threats to forests and forest-based industries. In November 2021, we conducted a second think tank meeting, focused on the evaluation of long-term climate scenarios and their impacts on the European forests, as well as critical climate change mitigation and adaptation measures. We will continue to work towards improved understanding of these issues between forest science and business, identification, of further research needs and stakeholder engagement.
Stellenbosch University	We work with Stellenbosch University to support research, which makes a significant contribution to biodiversity and ecosystem stewardship in production landscapes.	The Mondi Ecological Network Programme (MENP) at Stellenbosch University continues to provide important supporting science and management recommendations on biodiversity conservation and planning in our landscapes. We have been working with the University of Stellenbosch to determine how our forestry lands conform with the design and management principles of effective ecological networks (ENs) derived from a decade of work with MENP. The findings from our research partnership with Stellenbosch University contribute to the Environmental Management System in our plantation forestry landholdings in South Africa and with some local adaptation, could be applied to other land use types and commodities in our landscape partnerships in South Africa as well as plantation forestry and agricultural landscapes elsewhere in the world.
University of Pretoria	We work with the University of Pretoria to stay informed of the most recent scientific trends and developments related to tree breeding and control of pests and diseases.	Changing climatic conditions across Southern Africa have increased biotic and abiotic stress on our trees and as a consequence, exacerbated pest and disease occurrence in our plantation forests. We are continuing with our tree protection partnership with the University of Pretoria through sponsorship of the Mondi and FABI (Forests and Agriculture Biotechnology Institute) Research Grant. Our ongoing participation in the Tree Protection Co-operative Programme (TPCP) at the University of Pretoria as part of FABI, has greatly assisted us in developing practical measures to manage the Sirex and Leptocybe wasps, and other pathogenic diseases, which damage pine and eucalyptus plantations respectively. This work also feeds into our tree improvement program and enables through genomic marker selection, the selection of more resistant trees for our plantation forests.