# PROCUREMENT VALUES & PRINCIPLES

## CULTURE

#### Cooperate with mutual trust

We are seen as a competent, reliable and fair partner by our organisation and our stakeholders. Our Mondi procurement values are based on realistic, tangible criteria and processes. We share our experiences and good practices with group functions, businesses and our supply base. Only united and with passion for performances we will achieve our common targets.

#### **People & Organisation**

We continuously strive to find synergies and optimise our organisation by sharpening roles & responsibilities on the appropriate level (global/regional/local). Proactive communication and empowerment ensure that we act as one team and support the growth of our employees.

### People Development in a diverse and inclusive environment

We work in a global network where diverse backgrounds and various cultures will strengthen our competitive advantage. We value each individual no matter of her/his background. We believe that diversity in our teams, embedded in an inclusive culture, will create mutual respect and add value through our colorful differences.

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### PURPOSE

### **Supplier Relationship Management**

Our harmonised onboarding and supplier evaluation process ensures that we only partner with suppliers who meet our requirements in terms of quality, sustainability, innovation and business integrity.

### **Corporate Social Responsibility and Business** Integrity

Mondi is committed to its corporate social responsibility and the principles of the United Nations Global Compact. In procurement, we will ensure that Mondi will not source from any supplier who does not comply with our sustainable development policy or Code of Conduct.

### STRATEGY

### **Competitive advantage**

In cooperation with our global best in class supplier base we ensure competitive advantage in terms of "total cost of ownership", required service and quality level. Our natural approach to continuous improvement allows procurement to focus on initiatives which add value to the businesses accretive growth.

#### Leadership in innovation, digitalisation and quality

Our modern, integrated ways of collaborating with our suppliers will lead us to more innovation and quality. Best in class digital systems and processes allow us to take informed and fast decisions. Keeping up with market developments and new technologies is part of our DNA.