Mondi Group
GRI & SASB Index
2020

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The Sustainable Development report 2020 and the Integrated report 2020 have been produced in accordance with the Global Reporting Initiative (GRI) Standards: Core option and the Sustainability Accounting Standards Board (SASB) – Containers & Packaging Industry Standard (October 2018).

More information can be found in our Sustainable Development report 2020 (pages 104-106).

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GRI/SASB standards	Disclosure	Location in reporting suite	Direct answers, notes and omissions
Organisational profile			
102-1	Name of the organisation	Front cover of Sustainable Development report and Integrated report	
102-2	Activities, brands, products, and services	Sustainable Development report – Our businesses (page 11)	
102-3	Location of headquarters	Sustainable Development report – Where we operate (page 12)	
102-4	Location of operations	Sustainable Development report – Where we operate (page 12)	
102-5	Ownership and legal form	Integrated report – Shareholder information (page 236)	
102-6	Markets served	Sustainable Development report – Our businesses (page 11), Where we operate (page 12)	
102-7	Scale of the organisation	Sustainable Development report - Our businesses (page 11)	
		Integrated report – Where we operate (pages 8-9), Consolidated income statement (page 164), Production statistics (page 228), Consolidated statement of financial position (page 166), Other statutory disclosures (page 148), Note 2: Operating Segments (page 172)	
102-8	Information on employees and other workers	Sustainable Development report – Fairness and diversity in the workplace – Diversity and equal opportunities (page 38)	
102-9	Supply chain	Sustainable Development report – Supplier conduct and responsible procurement – Understanding our global supply chain (page 67)	
102-10	Significant changes to the organisation and its supply chain	Integrated report – Strategic performance (pages 24-35)	
102-11	Precautionary Principle or approach	Sustainable Development report – Sustainability governance (page 88)	
102-12	External initiatives	Stakeholder engagement index (online SD reporting hub)	
102-13	Membership of associations	Stakeholder engagement index (online SD reporting hub)	
Strategy			
102-14	Statement from senior decision-maker	Sustainable Development report – Leadership insights on sustainability (pages 6-7)	
		Integrated report – Strategic framework and performance (pages 22-35)	
102-15	Key impacts, risks and opportunities	Sustainable Development report – Our global context (pages 13 –14), Industry insights (page 15), Our Growing Responsibly model (page 17), A Year in transition (page 19), Mondi Action Plan 2030 (page 20)	
		Integrated report – Principal risks (pages 74-85)	

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GRI/SASB standards	Disclosure	Location in reporting suite	Direct answers, notes and omissions
Ethics and integrity			
102-16	Values, principles, standards and norms of behaviour	Sustainable Development report – Leadership insights on sustainability (page 6-7), Sustainable by Design (page 9), A skilled and committed workforce – Engaging our people (pages 31-32)	
102-17	Mechanisms for advice and concerns about ethics	Sustainable Development report – Sustainability governance – SpeakOut hotline (page 91), Anti-corruption (page 91), Fairness and diversity in the workplace – Upholding employment and human rights (pages 36-37)	
Governance			
102-18	Governance structure	Sustainable Development report – Sustainability governance (page 89) Integrated report – Corporate Governance Report (page 105)	
102-21	Consulting stakeholders on economic, environmental and social topics	Sustainable Development report – Sustainability topics discussed by the SD Committee (page 8) Integrated report – Managing our relationships and resources (pages 40-43)	
102-22	Composition of the highest governance body and its committees	Integrated report – Corporate Governance Report (pages 92-95, 103-105)	
102-23	Chair of the highest governance body	Integrated report – Corporate Governance Report (pages 92, 104)	
102-26	Role of the highest governance body in setting purpose, values and strategy	Sustainable Development report – Sustainability topics discussed by the SD Committee (page 8), Sustainability governance (page 88)	
102-29	Identifying and managing economic, environmental and social impacts	Sustainable Development report – Materiality (page 87), Sustainability governance (page 90)	
Stakeholder engagement			
102-40	List of stakeholder groups	Sustainable Development report - Stakeholder engagement (pages 85-86) Stakeholder engagement index (online SD reporting hub)	
102-41	Collective bargaining agreements	Sustainable Development report – Fairness and diversity in the workplace – Upholding employment and human rights (page 37)	
102-42	Identifying and selecting stakeholders	Sustainable Development report – Stakeholder engagement (pages 85-86)	
102-43	Approach to stakeholder engagement	Sustainable Development report – Stakeholder engagement (pages 85-86) Integrated Report – Managing our relationships and resources (pages 40-43) Stakeholder engagement index (online SD reporting hub)	
102-44	Key topics and concerns raised	Sustainable Development report – Stakeholder engagement (pages 85-86) Integrated report – Managing our relationships and resources (pages 40-43) Stakeholder engagement index (online SD reporting hub)	

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GRI/SASB standards	Disclosure	Location in reporting suite	Direct answers, notes and omissions
Reporting practice			
102-45	Entities included in the consolidated financial statements	Integrated report – List of subsidiaries and associated undertakings and other significant holdings (pages 221-225)	
102-46	Defining report content and topic Boundaries	Sustainable Development report – About this report (page 104), Materiality (page 87)	
102-47	List of material topics	Sustainable Development report – Materiality (page 87)	
102-48	Restatements of information	Sustainable Development report – About this report (pages 104-106)	
102-49	Changes in reporting	Sustainable Development report – About this report (pages 104-106)	
102-50	Reporting period	Sustainable Development report – About this report (pages 104-106)	
102-51	Date of most recent report	Sustainable Development report – About this report (pages 104-106)	
102-52	Reporting cycle	Sustainable Development report – About this report (pages 104-106)	
102-53	Contact point for questions regarding the report	Sustainable Development report – Back cover (page 116)	
102-54	Claims of reporting in accordance with the GRI Standards	Sustainable Development report – Our approach to reporting (page 2), About this report (page 104)	
102-55	GRI content index	GRI & SASB Index (online SD reporting hub)	
102-56	External assurance	Sustainable Development report – About this report (pages 104-106), Independent Assurance Statement (page 107)	
SASB – Activity metrics			
RT-CP-000.A	Amount of production, by substrate	Sustainable Development report – Supplier conduct and responsible procurement – Understanding our global supply chain (page 67)	
RT-CP-000.B	Percentage of production as: (1) paper/wood, (2) glass, (3) metal, and (4) plastic	Sustainable Development report – Supplier conduct and responsible procurement – Understanding our global supply chain (page 67)	Consumer flexibles is predominantly plastic based. Engineered Materials is partly plastics based and partly paper based. We estimate that 80% of our business is paper based
RT-CP-000.C	Number of employees	Sustainable Development report – Fairness and diversity in the workplace – Diversity and equal opportunities (page 38) Integrated report – Notes to consolidated financial statements (page 173)	

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GRI/SASB standards	Disclosure	Location in reporting suite	Direct answers, notes and omissions
Material topics			
Keeping employees and contractors safe (Action Area 1)			
Management Approach (2016)			
103-1	Explanation of the material topic and its Boundary	Sustainable Development report – Employee and contractor safety and health – Why is this important? (page 24), Safety performance (page 25)	
103-2	The management approach and its components	Sustainable Development report – Employee and contractor safety and health – Ensuring the safety and health of our people (pages 25-26), Supporting health and wellbeing (page 28)	
103-3	Evaluation of the management approach	Sustainable Development report – Employee and contractor safety and health – Measuring progress (page 27)	
403-1	Occupational health and safety management system	Sustainable Development report – Employee and contractor safety and health – Certification and management systems (page 26)	
403-2	Hazard identification, risk assessment, and incident investigation	Sustainable Development report – Employee and contractor safety and health – Risk-based approach (page 26), Incident investigations (page 27)	
403-3	Occupational health services		Information unavailable. We are not able to report information on the quality of health services that the sites use as these are professional service providers. We use accredited occupational health practitioners to guide and assist in identifying occupational health hazards in our Group. We have recently developed a working group made up of a medical practitioner and an occupational health practitioner to assess the services we have in place and assess any gaps going forward
403-4	Worker participation, consultation, and communication on occupational health and safety	Sustainable Development report – Employee and contractor safety and health – Safety and Health resources and governance (page 27)	
403-5	Worker training on occupational health and safety	Sustainable Development report – Employee and contractor safety and health – Training (page 28)	
403-6	Promotion of worker health	Sustainable Development report – Employee and contractor safety and health – Supporting health and wellbeing (page 28)	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Sustainable Development report – Employee and contractor safety and health – Working with contractors (page 27)	
Occupational Health and Safety (2018)			
403-8	Workers covered by an occupational health and safety management system	Sustainable Development report – Employee and contractor safety and health – Certification and management systems (page 26)	
403-9	Work-related injuries	Sustainable Development report – Employee and contractor safety and health – Safety performance (pages 25-26)	Information unavailable for rates of fatalities and high-consequence work-related injuries. 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. The information in our Safety chapter (pages 24-29) addresses life-altering injuries, which is equivalent to high-consequence-work-related injuries

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GRI/SASB standards	Disclosure	Location in reporting suite	Direct answers, notes and omissions
Attracting and retaining talent and skills and enhancing diversity and inclusion (Action Area 2)			
Management Approach (2016)			
103-1	Explanation of the material topic and its Boundary	Sustainable Development report – A skilled and committed workforce – Why is this important? (page 30)	
103-2	The management approach and its components	Sustainable Development report – A skilled and committed workforce – Engaging our people (page 31), Training and developing our people (page 33)	
103-3	Evaluation of the management approach	Sustainable Development report – A skilled and committed workforce – Engaging our people (page 31), Training and developing our people (page 33)	
Training and education (2016)			
404-1	Average hours of training per year per employee	Sustainable Development report – A skilled and committed workforce – Training and developing our people (pages 33–34)	Information unavailable for employee category data split for training hours. Data unavailable in the categories required by GRI, given that 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 – A skilled and committed workforce – Training and developing our people (page 33), Fairness and diversity in the workplace – Restructuring, divestures and closures (page 37)	
Respecting human rights in our own operations and our supply chain (Action Area 3)			
Management Approach (2016)			
103-1	Explanation of the material topic and its Boundary	Sustainable Development report – Fairness and diversity in the workplace – Why is this important? (page 35)	
103-2	The management approach and its components	Sustainable Development report – Fairness and diversity in the workplace – Upholding employment and human rights (page 36), Diversity and equal opportunities (page 38)	
103-3	Evaluation of the management approach	Sustainable Development report – Fairness and diversity in the workplace – Upholding employment and human rights (page 36), Diversity and equal opportunities (page 38)	
Employment (2016)			
401-1	New employee hires and employee turnover	Sustainable Development report – Fairness and diversity in the workplace – Diversity and equal opportunities (page 38)	Information by age group is not available centrally, as our central reporting systems are currently not set up in a way that would enable capturing age groups. We will consider incorporating age groups into our reporting in future
Labour/management relations (2016)			
402-1	Minimum notice periods regarding operational changes	Sustainable Development report – Fairness and diversity in the workplace – Restructuring, divestures and closures (page 37)	
Diversity and Equal Opportunity (2016)			
405-1	Diversity of governance bodies and employees	Sustainable Development report – Fairness and diversity in the workplace – Promoting diversity and inclusion (pages 38–39)	Information unavailable for employees. Some information relating to diversity of employees is not centrally collected/monitored but done at a local level for each operation. We are assessing the value of collecting this information centrally in our DigitalHR tool; if implemented we would be able to report this information in the future

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GRI/SASB standards	Disclosure	Location in reporting suite	Direct answers, notes and omissions
Human rights assessment (2016)			
412-1	Operations that have been subject to human rights reviews or impact assessments	Sustainable Development report – Fairness and diversity in the workplace – Respecting human rights (page 36)	
Securing access to sustainable fibre (Action Area 4)			
Management Approach (2016)			
103-1	Explanation of the material topic and its Boundary	Sustainable Development report – Sustainable fibre (page 40) CDP forests disclosure 2020	
103-2	The management approach and its components	Sustainable Development report – Sustainable fibre – Being transparent about our wood and pulp sourcing (page 41), Responsibly sourcing is our priority (page 42), Our Due Diligence Management System (page 43), Supporting fit-for-purpose forest certification (page 44) CDP forests disclosure 2020	
103-3	Evaluation of the management approach	Sustainable Development report – Sustainable fibre – Being transparent about our wood and pulp sourcing (page 41), Responsibly sourcing is our priority (page 42), Our Due Diligence Management System (page 43), Supporting fit-for-purpose forest certification (page 44) CDP forests disclosure 2020	
Understanding and minimising our impact on and from climate crisis (Action Area 5)			
Management Approach (2016)			
103-1	Explanation of the material topic and its Boundary	Sustainable Development report – Climate change – Why is this important? (page 45)	
103-2	The management approach and its components	Sustainable Development report – Climate change – Understanding what the climate crisis means for our business (page 46), Delivering science-based targets (page 49), Increasing energy efficiency and reducing emissions (page 50)	
103-3	Evaluation of the management approach	Sustainable Development report – Climate change – Understanding what the climate crisis means for our business (page 46), Delivering science-based targets (page 49), Increasing energy efficiency and reducing emissions (page 50)	
Economic Performance (2016)			
201-2	Financial implications and other risks and opportunities due to climate change	Sustainable Development report – Climate change – Understanding what the climate crisis means for our business (pages 47-48) CDP climate disclosure 2020	

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GRI/SASB standards	Disclosure	Location in reporting suite	Direct answers, notes and omissions
Energy (2016)			
302-1	Energy consumption within the organisation	Sustainable Development report – Climate change – Increasing energy efficiency and reducing emissions (page 51), Consolidated performance data – Energy and climate (page 96) CDP climate disclosure 2020	
302-3	Energy intensity	Sustainable Development report – Climate change – Increasing energy efficiency and reducing emissions (page 51) CDP climate disclosure 2020	
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 – Climate change – Increasing energy efficiency and reducing emissions (pages 50-51)	
Emissions (2016)			
305-1	Direct (Scope 1) GHG emissions	Sustainable Development report – Climate change – Delivering science-based targets (page 49), Increasing energy efficiency and reducing emissions (page 52), Consolidated performance data – Energy and climate (page 97) CDP climate disclosure 2020	
305-2	Energy indirect (Scope 2) GHG emissions	Sustainable Development report – Climate change – Delivering science-based targets (page 49), Increasing energy efficiency and reducing emissions (page 52), Consolidated performance data – Energy and climate (page 97) CDP climate disclosure 2020	
305-3	Other indirect (Scope 3) GHG emissions	Sustainable Development report – Climate change – Increasing energy efficiency and reducing emissions (page 52), Consolidated performance data – Energy and climate (page 100) CDP climate disclosure 2020	
305-4	GHG emissions intensity	Sustainable Development report – Consolidated performance data – Energy and climate (page 96) CDP climate disclosure 2020	
305-5	Reduction of GHG emissions	Sustainable Development report – Climate change – Delivering science-based targets (page 49), Increasing energy efficiency and reducing emissions (page 52), Consolidated performance data – Energy and climate (page 96) CDP climate disclosure 2020	
SASB – Greenhouse Gas Emissions			
RT-CP-110a.1	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	Sustainable Development report – Climate change (page 47)	
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	Sustainable Development report – Climate change – Delivering science-based targets (page 49) Integrated report – Managing our relationships and resources (pages 58-60) Integrated report – Strategic framework and performance (pages 22-35)	

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GRI/SASB standards	Disclosure	Location in reporting suite	Direct answers, notes and omissions
Minimising environmental impacts and ensuring compliance (Action Area 6)			
Management Approach (2016)			
103-1	Explanation of the material topic and its Boundary	Sustainable Development report – Constrained resources and environmental impacts – Why is this important? (page 53)	
103-2	The management approach and its components	Sustainable Development report – Constrained resources and environmental impacts – Using resources efficiently (page 54), Air emissions (page 57), Reducing waste and promoting the circular economy (page 58), Managing our impacts (page 60)	
103-3	Evaluation of the management approach	Sustainable Development report – Constrained resources and environmental impacts – Using resources efficiently (pages 54-56), Air emissions (page 57), Reducing waste and promoting the circular economy (page 58), Managing our impacts (page 60)	
303-1	Interactions with water as a shared resource	Sustainable Development report – Constrained resources and environmental impacts – Using resources efficiently (page 54)	
303-2	Management of water discharge-related impacts	Sustainable Development report – Constrained resources and environmental impacts – Using resources efficiently (page 54)	
306-1	Waste generation and significant waste-related impacts	Sustainable Development report – Constrained resources and environmental impacts – Reducing waste and promoting the circular economy (page 58)	
306-2	Management of significant waste-related impacts	Sustainable Development report – Constrained resources and environmental impacts – Reducing waste and promoting the circular economy (pages 58-59)	
Water and effluents (2018)			
303-3	Water withdrawal	Sustainable Development report – Constrained resources and environmental impacts – Using resources efficiently (page 54), Consolidated performance data – Water (page 100)	
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	Sustainable Development report – Constrained resources and environmental impacts – Using resources efficiently (pages 55-56) CDP water security disclosure 2020	Water withdrawn in water-stressed or water-scarce regions: 30.9% of total withdrawal (97.9 million m^3 out of 317.3 million m^3) Water consumed in water-stressed or water-scarce regions: 31.1% of total water consumed (97.3 million m^3 out of 313.4 million m^3)
RT-CP-140a.2	Description of water management risks and discussion of strategies and practices to mitigate those risks	Sustainable Development report – Constrained resources and environmental impacts – Using resources efficiently (page 55) Integrated report – Managing our relationships and resources (pages 62-63) CDP water security disclosure 2020	
RT-CP-140a.3	Number of incidents of non-compliance associated with water quality permits, standards and regulations	Sustainable Development report – Constrained resources and environmental impacts – Managing our impacts (page 60) CDP water security disclosure 2020	We mention on page 60 the fines due to non-compliances. 1 fine was paid in 2020 for an oil release into the river (the incident occurred in 2019 and was reported in our 2019 Sustainable Development report). Also on page 60, we list the environmental incidents with an impact on water. In 2020, Mondi reported 82 non-monetary sanctions for non-compliance with environmental laws and regulations and 8 environmental incidents with impacts outside our boundaries, where 2 had a limited short-term impact on external water bodies

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GRI/SASB standards	Disclosure	Location in reporting suite	Direct answers, notes and omissions
Emissions (2016)			
305-6	Emissions of ozone-depleting substances (ODS)	Sustainable Development report – Constrained resources and environmental impacts – Air emissions (page 57), Consolidated performance data – Air (page 101)	
305-7	Nitrogen oxides (NOX), sulphur oxides (SOx), and other significant air emissions	Sustainable Development report – Constrained resources and environmental impacts – Air emissions (page 57), Consolidated performance data – Air (page 101)	
Waste (2020)			
306-3	Waste generated	Sustainable Development report – Constrained resources and environmental impacts – Reducing waste and promoting the circular economy (page 59)	
306-4	Waste diverted from disposal	Sustainable Development report – Constrained resources and environmental impacts – Reducing waste and promoting the circular economy (page 59)	
306-5	Waste directed to disposal	Sustainable Development report – Constrained resources and environmental impacts – Reducing waste and promoting the circular economy (page 59)	
SASB – Waste management			
RT-CP-150a.1	Amount of hazardous waste generated, percentage recycled	Sustainable Development report – Constrained resources and environmental impacts – Reducing waste and promoting the circular economy (page 59)	
Environmental compliance (2016)			
307-1	Non-compliance with environmental laws and regulations	Sustainable Development report – Constrained resources and environmental impacts – Managing our impacts (page 60)	
SASB – Air Quality			
RT-CP-120a.1	Air emissions of the following pollutants: (1) NOx (excluding N_2O), (2) SOx, (3) volatile organic compounds (VOCs), and (4) particulate matter (PM)	Sustainable Development report – Constrained resources and environmental impacts – Air emissions (page 57), Consolidated performance data – Air (page 101) Integrated report – Managing our relationships and resources (page 63)	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

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GRI/SASB standards	Disclosure	Location in reporting suite	Direct answers, notes and omissions
Operating in a world of constrained resources and recognising concerns regarding biodiversity, forests, water and ecosystem services (Action Area 7)			
Management Approach (2016)			
103-1	Explanation of the material topic and its Boundary	Sustainable Development report – Biodiversity and ecosystems – Why is this important? (page 61), Sustainable fibre - Being transparent about our wood and pulp sourcing (page 41)	
103-2	The management approach and its components	Sustainable Development report – Sustainable fibre - Our Due Dilligence Management System (page 43), Biodiversity and ecosystems (pages 61-65)	
103-3	Evaluation of the management approach	Sustainable Development report – Sustainable fibre - Our Due Dilligence Management System (page 43), Biodiversity and ecosystems (pages 61-65)	
Biodiversity (2016)			
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Biodiversity GRI disclosure (online SD reporting hub)	
304-2	Significant impacts of activities, products, and services on biodiversity	Biodiversity GRI disclosure (online SD reporting hub)	
304-3	Habitats protected or restored	Biodiversity GRI disclosure (online SD reporting hub)	
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Biodiversity GRI disclosure (online SD reporting hub)	
Sourcing responsibly (Action Area 8)			
Management Approach (2016)			
103-1	Explanation of the material topic and its Boundary	Sustainable Development report – Supplier conduct and responsible procurement – Why is this important? (page 66)	
103-2	The management approach and its components	Sustainable Development report – Supplier conduct and responsible procurement – Understanding our global supply chain (page 67), Key areas of spend and major procurement categories (page 68), Managing risks and increasing transparency (page 69)	
103-3	Evaluation of the management approach	Sustainable Development report – Supplier conduct and responsible procurement – Understanding our global supply chain (page 67), Key areas of spend and major procurement categories (page 68), Managing risks and increasing transparency (page 69)	

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GRI/SASB standards	Disclosure	Location in reporting suite	Direct answers, notes and omissions
Procurement practices (2016)			
204-1	Proportion of spending on local suppliers	Sustainable Development report – Supplier conduct and responsible procurement – Understanding our global supply chain (page 67)	
Materials (2016)			
301-1	Materials used by weight or volume	Sustainable Development report – Supplier conduct and responsible procurement – Understanding our global supply chain (page 67)	
301-2	Recycled input materials used	Sustainable Development report – Supplier conduct and responsible procurement – Understanding our global supply chain (page 67)	
Supplier Environmental Assessment (2016)			
308-1	New suppliers that were screened using environmental criteria	Sustainable Development report – Supplier conduct and responsible procurement – Managing risks and increasing transparency (pages 69-70)	
308-2	Negative environmental impacts in the supply chain and actions taken	Sustainable Development report – Supplier conduct and responsible procurement – Managing risks and increasing transparency (pages 69-70)	
Supplier Social Assessment (2016)			
414-1	New suppliers that were screened using social criteria	Sustainable Development report – Supplier conduct and responsible procurement – Managing risks and increasing transparency (pages 69-70)	
414-2	Negative social impacts in the supply chain and actions taken	Sustainable Development report – Supplier conduct and responsible procurement – Managing risks and increasing transparency (pages 69-70)	
SASB – Supply chain management			
RT-CP-430a.1	Total wood fibre procured, percentage from certified sources	Sustainable Development report – Sustainable fibre – Being transparent about our wood and pulp sourcing (page 41) Integrated report – Managing our relationships and resources (page 61)	
RT-CP-430a.2	Total aluminium purchased, percentage from certified sources	Sustainable Development report – Supplier conduct and responsible procurement – Understanding our global supply chain (page 67)	The percentage of aluminium from certified sources is 0%

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Maintaining our socio-economic licence to trade (Action Area 9)			
GRI-103: Management Approach (2016)			
103-1	Explanation of the material topic and its Boundary	Sustainable Development report – Relationships with communities – Why is this important? (page 71)	
103-2	The management approach and its components	Sustainable Development report – Relationships with communities – Understanding our local communities (pages 72-73), Investing in communities (pages 74-75), Adding value through taxes (page 76)	
103-3	Evaluation of the management approach	Sustainable Development report – Relationships with communities – Understanding our local communities (pages 72-73), Investing in communities (pages 74-75), Adding value through taxes (pages 76-77)	
207-1	Approach to tax	Sustainable Development report – Relationships with communities – Adding value through taxes (page 76)	
207-2	Tax governance, control, and risk management	Sustainable Development report – Relationships with communities – Adding value through taxes (page 76), Fairness and diversity in the workplace – Upholding employment and human rights (pages 36-37), Independent assurance statement (pages 107-109)	
207-3	Stakeholder engagement and management of concerns related to tax	Sustainable Development report – Relationships with communities – Adding value through taxes (page 76)	
Economic performance (2016)			
201-1	Direct economic value generated and distributed	Sustainable Development report – Relationships with communities – Understanding our local communities (pages 72-73)	
Local Communities (2016)			
413-1	Operations with local community engagement, impact assessments, and development programs	Sustainable Development report – Relationships with communities – Stakeholder consultation using SEAT (page 73)	
Tax (2019)			
207-4	Country-by-country reporting	Sustainable Development report - Relationships with communities – Adding value through taxes (page 77)	Confidentiality constraints. We have not reported data required for GRI 207-4-b iii) to 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

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GRI/SASB standards	Disclosure	Location in reporting suite	Direct answers, notes and omissions
Increasing our products' eco-efficiency through innovation and product design (Action Area 10)			
Management Approach (2016)			
103-1	Explanation of the material topic and its Boundary	Sustainable Development report – Solutions that create value for our customers – Why is this important? (page 78)	
103-2	The management approach and its components	Sustainable Development report – Solutions that create value for our customers – Packaging and paper that is Sustainable by Design (page 79), EcoSolutions success stories (page 81), Developing the circular economy (page 82), Transparency and engagement (page 83)	
103-3	Evaluation of the management approach	Sustainable Development report – Solutions that create value for our customers – Packaging and paper that is Sustainable by Design (page 79), EcoSolutions success stories (page 81), Developing the circular economy (page 82), Transparency and engagement (page 83)	
Customer health and safety (2016)			
416-1	Assessment of the health and safety impacts of product and service categories	Sustainable Development report – Solutions that create value for our customers – Food hygiene and product safety (page 83)	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Sustainable Development report – Solutions that create value for our customers – Compliance across our portfolios (page 83)	
Marketing and labelling (2016)			
417-1	Requirements for product and service information and labelling	Sustainable Development report – Solutions that create value for our customers – Compliance across our portfolios (page 83)	
417-2	Incidents of non-compliance concerning product and service information and labelling	Sustainable Development report – Solutions that create value for our customers – Compliance across our portfolios (page 83)	
417-3	Incidents of non-compliance concerning marketing communications	Sustainable Development report – Solutions that create value for our customers – Compliance across our portfolios (page 83)	
Customer privacy (2016)			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Sustainable Development report – Solutions that create value for our customers – Compliance across our portfolios (page 83)	
SASB – Product safety			
RT-CP-250a.1	Number of recalls issued, total units recalled		Information unavailable. We are not able to report information on the number of recalls this reporting year. We aim to report this information in our 2021 Report
RT-CP-250a.2	Discussion of process to identify and manage emerging materials and chemicals of concern	Sustainable Development report – Constrained resources and environmental impacts – Managing our impacts (page 60)	

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GRI/SASB standards	Disclosure	Location in reporting suite	Direct answers, notes and omissions
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	Sustainable Development report - Constrained resources and environmental impacts - Reducing waste and promoting the circular economy (page 59), Understanding our global supply chain (page 67)	We are currently 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

Purchased	Recycled content	Renewable resources	Renewable and Recycled	Total
Wood (million m^3)	–	18.0	–	18.0
External pulp (million tonnes)	–	0.2	0.02	0.2
Bio-based plastic (tonnes)	–	685	–	685

GRI/SASB standards	Disclosure	Location in reporting suite	Direct answers, notes and omissions
RT-CP-410a.2	Revenue from products that are reusable, recyclable and/or compostable	Integrated report – Stategic performance (page 33), Key performance indicators (page 37)	Revenue from products that are reusable, recyclable and/or compostable: 76%. Note: This percentage includes Mono-material plastics designed for recycling and all products consisting of at least 95% paper and therefore deemed widely recyclable. Additional Mondi products with lower fibre content may also be recyclable in certain systems, but have not been included
RT-CP-410a.3	Discussion of strategies to reduce the environmental impact of packaging throughout its life cycle	Sustainable Development report – Solutions that create value for our customers – Packaging and paper that is Sustainable by Design (page 79) Integrated report – Strategic framework and performance (pages 22-35) including EcoSolutions case study (page 34), Managing our relationships and resources (pages 51-52)	
Behaving ethically through effective governance and anti-corruption measures			
Management Approach (2016)			
103-1	Explanation of the material topic and its Boundary	Sustainable Development report – Sustainability governance (page 88)	
103-2	The management approach and its components	Sustainable Development report – Sustainability governance (page 88)	
103-3	Evaluation of the management approach	Sustainable Development report – Sustainability governance (page 88)	
Anti-Corruption (2016)			
205-3	Confirmed incidents of corruption and actions taken	Sustainable Development report – Sustainability governance – Anti-corruption (page 91)	
Anti-Competitive Practices (2016)			
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	Sustainable Development report – Sustainability governance – Fines, non-monetary sanctions and significant legal issues (page 91)	