



Mondi Group

Stakeholder Engagement Index 2022



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, the topics most important to them, and our activities.

Please see the Stakeholder Engagement section in our Sustainable Development report for our responses in 2022 and a summary overview (pages 88-89).

Key stakeholders in 2022

Stakeholder group	Why we engage	Topics important to stakeholder group	How we engage
<p>Our employees</p>	<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 - Strong sustainability culture and performance - Our MAP2030 sustainability commitments, and climate change in particular 	<ul style="list-style-type: none"> - Group-wide employee survey - Other surveys, such as integration surveys for new acquisitions, onboarding surveys for new employees and pulse 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 - 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 and 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 - Engagement Board process <p>More about how we engaged with our employees in 2022 can be found in our Sustainable Development report 2022</p> <ul style="list-style-type: none"> - Upskilling for long-term employability, pages 34-35 - Purposeful and inclusive workplaces, pages 36-38 - Safety, health and mental wellbeing, pages 39-44 - Reducing our greenhouse gas emissions, pages 47-53

Key stakeholders in 2022

Stakeholder group	Why we engage	Topics important to stakeholder group	How we engage
<p>Our customers</p>	<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 e.g., mymondi - Collaboration on product innovation and assessment of product impacts - 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 2022 can be found in our Sustainable Development report 2022</p> <ul style="list-style-type: none"> - Circular Driven Solutions, pages 21-31 - Taking Action on Climate, pages 45-62 - Responsible Business Practices – Procurement, pages 78-82
<p>Our suppliers and contractors</p>	<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 - Safety training for contractors - Socio-Economic Assessment Toolbox (SEAT) process at our mills and forestry operations - Independent, confidential and anonymous grievance platform, SpeakOut - Engaging with suppliers and logistics providers to work on replacing average Scope 3 factors with primary data <p>More about how we engaged with our suppliers and contractors in 2022 can be found in our Sustainable Development report 2022</p> <ul style="list-style-type: none"> - Safety, health and mental wellbeing, pages 39-44 - Purposeful and inclusive workplaces, pages 36-38 - Taking action on indirect emissions, page 53 - Responsible Business Practices – Procurement, pages 78-82

Key stakeholders in 2022

Stakeholder group	Why we engage	Topics important to stakeholder group	How we engage
<p>Our communities</p>	<p>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.</p>	<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) - Partnering with communities and other stakeholders on development initiatives and on investment in local infrastructure, such as education, roads, healthcare services, wastewater treatment, energy provision, etc - Prioritising local suppliers - Supporting small- medium- and local enterprises - Being a good neighbour 	<ul style="list-style-type: none"> - Socio-Economic Assessment Toolbox (SEAT) process at our mills and forestry operations - Community engagement and social investments - Open days and visits to our sites - Independent, confidential and anonymous grievance platform, SpeakOut - Dedicated telephone lines at some of our large operations - Various feedback and information 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 2022 can be found in our Sustainable Development report 2022</p> <ul style="list-style-type: none"> - Responsible Business Practices – Communities, pages 74-77
<p>Our investors</p>	<p>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.</p>	<ul style="list-style-type: none"> - Strategy, financial performance and market dynamics - Governance and remuneration - Transparent communication of our ESG disclosure - 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 and the supply chain 	<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 2022 in our Integrated report 2022</p> <ul style="list-style-type: none"> - Stakeholder engagement, pages 32-33 - Corporate governance report, pages 92-123 - Remuneration report, pages 124-151

Key stakeholders in 2022

Stakeholder group	Why we engage	Topics important to stakeholder group	How we engage
Industry associations and NGOs	<p>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.</p>	<ul style="list-style-type: none"> - Climate change - Science-based target setting - 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 - Validation of our new science-based Net-Zero GHG reduction targets, by the SBTi - Multi-stakeholder collaborative platforms, e.g. WBCSD Forest Solutions Groups, 4evergreen, CEFLEX and others - Global and local (multi-stakeholder) partnerships and agreements - Memberships, such as Cepi, Ellen MacArthur Foundation, FSC and PEFC - Independent, confidential and anonymous grievance platform, SpeakOut <p>More about how we engaged with our industry associations and NGOs in 2022 can be found in our Sustainable Development report 2022</p> <ul style="list-style-type: none"> - Circular Driven Solutions, pages 21-31 - Taking Action on Climate, pages 45-62 - Responsible Business Practices – Environmental performance, pages 64-70 - Responsible Business Practices – Communities, pages 74-77 - Responsible Business Practices – Procurement, pages 78-82
National and local governments and regulators	<p>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.</p>	<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 2022 can be found in our Sustainable Development report 2022</p> <ul style="list-style-type: none"> - Circular Driven Solutions, pages 21-31 - Taking Action on Climate, pages 45-62 - Responsible Business Practices – Environmental performance, pages 64-70 - Responsible Business Practices – Communities, pages 74-77
Research institutions and academia	<p>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.</p> <p>To see the impact of our activities and to improve our effectiveness, we depend on robust evidence provided by scientific research.</p>	<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 and the Graz University of Technology - International partnerships, such as our IUFRO-Mondi Partnership <p>More about how we engaged with our research institutions and academia in 2022 can be found in our Sustainable Development report 2022</p> <ul style="list-style-type: none"> - Circular Driven Solutions, pages 21-31 - Taking Action on Climate, pages 45-62

Collaborative platforms and initiatives

Collaborative platforms and initiatives	Why we engage	How we engaged in 2022
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 recyclers, manufacturers, converters and brand owners.	<p>The goal of 4evergreen is to raise the overall recycling rate of fibre-based packaging to 90% by 2030 (currently 82.3%) by focusing on the packaging types that currently have a low recycling rate, in particular household and on-the-go food packaging. Mondi is an active participant in all 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 also participates in the information and advocacy workstream. In addition, we are a part of the Strategic Taskforce 3.0, working to develop proposals for the strategic direction of the work of the alliance post- 2023.</p> <p>The following were key outcomes in 2022:</p> <ul style="list-style-type: none"> - Outreach event on 'The Circularity Challenge' in Brussels - Workshop "Unboxing the challenge of fibre-based packaging" - Publication of 'Circularity By Design' guideline for fibre-based packaging - Publication of the 'Guidance on the Improved Collection and Sorting of Fibre-Based Packaging for Recycling' - Publication of the 'Recyclability Evaluation Protocol' for fibre-based packaging
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 information 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. In 2022, we conducted a detailed assessment to identify water reduction opportunities at our mill in Richards Bay (South Africa) and established water reduction projects, such as increasing water reuse in the mill. To date, we have assessed 38% of our mills and forestry organisations.
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 and forests.	In 2022, we disclosed on all metrics – climate change, water security and forests. More than 15,000 companies disclosed through CDP in 2022. Mondi achieved a 'Double A' rating for its forest and water security disclosures, and an A- score for its climate change disclosure.
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. CEFLEX is working to make all flexible packaging in Europe circular by 2025.	<p>As a project stakeholder, our long-term engagement with CEFLEX continues to evolve. We participate in and regularly contribute to three of the seven 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.
Circular Economy for Labels (CELAB)	CELAB is an industry-led cross-value chain initiative founded by companies in the self-adhesive label industry to create greater circularity for its products. It currently has two branches: EU and North America.	Mondi joined Circular Economy for Labels (CELAB) in 2020 to facilitate collaboration to enable the recycling of self-adhesive labels. We are engaged in technical work streams in Europe and North America addressing data mining, recycling solutions and logistics. In 2022, we joined the CELAB-Europe Regulatory workstream.

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Cradle to Cradle Products Innovation Institute	<p>The Cradle to Cradle Products Innovation Institute is dedicated to powering innovation for the circular economy through products that have a positive impact on people and planet.</p> <p>Cradle to Cradle Certified® is used by future-focused designers, brands, retailers and manufacturers across the value chain to innovate and optimise materials and products according to science-based measures for material health, product circularity, renewable energy and climate, water and soil stewardship, and social fairness.</p>	<ul style="list-style-type: none"> - Mondi received the Cradle to Cradle certification at Bronze level for its uncoated fine papers produced in its mills in Austria and Slovakia. Mondi is the first to offer an extensive uncoated fine paper portfolio as Cradle to Cradle Certified® including Mondi's well-known professional printing brands, Color Copy and PERGRAPHICA®, as well as its range of NAUTILUS® recycled papers, and a wide office paper portfolio.
Confederation of European Paper Industries (Cepi)	<p>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 around 490 companies operating 885 pulp and paper mills across Europe producing paper, cardboard, pulp and other bio-based products.</p>	<p>Mondi is part of a number of Cepi's thematic working groups, including Climate Change and Energy Committee, Environmental Footprint and Microplastics Issue Group, among others.</p> <p>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 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> <p>In 2022, through our membership in Cepi, we actively engaged in discussions related to:</p> <ul style="list-style-type: none"> - the revision of the GHG Protocol - Packaging and Packaging Waste Regulation - the EU Framework for Forest Observation and Monitoring - new rules for food contact materials (FCM), including food packaging
FINAT	<p>FINAT is the European association for the self-adhesive label industry that provides a networking platform for converters, suppliers and indirect suppliers. Its aim is to represent members' interests, provide a central source for industry information and education, voice the industry's views at the EU level, and establish and maintain industry-related best practices, standards and test methods.</p>	<p>In 2022, Mondi's Functional Paper and Films business segment started exchanging insights and best practice on the sustainability of our release liner business.</p>
Flexible Packaging Europe (FPE)	<p>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.</p>	<p>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. In 2022, we took on the role to be the chair of the FPE Sustainability Committee. In collaboration with FPE and other industry partners, we are contributing to the development of the Product Environment Footprint (PEF) Category Rules for flexible packaging, including providing a supporting study.</p>
Forest Stewardship Council™ (FSC™)	<p>The FSC is an international non-profit, multi-stakeholder organisation to promote responsible management of the world's forests.</p>	<p>Mondi is a member of FSC International. In 2022, we actively participated in thematic discussions with international members in a preparation for the FSC's General Assembly.</p> <p>In 2022, experts from Mondi's Wood Certification Network contributed to FSC International's Working Group, focusing on the update and revision of risk assessment procedures for controlled wood. We also contributed to discussions related to FSC regulations on safeguards against false claims.</p> <p>The list of Mondi's FSC certificates for all certified operations can be found at https://search.fsc.org/</p> <p>The license number of Mondi Paper Sales GmbH - Fibre Packaging/Paper is FSC-C012179 and Mondi Paper Sales - Uncoated Fine Paper is FSC-C015522.</p>

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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. Mondi provides Paper Profiles for relevant products upon customer request.
The Science Based Targets initiative (SBTi)	The Science Based Targets initiative (SBTi) is a partnership between CDP, the United Nations Global Compact, World Resources Institute (WRI) and the World Wide Fund for Nature (WWF). The SBTi defines and promotes best practice in emissions reductions and Net-Zero targets in line with climate science, and provides technical assistance and expert resources to companies who set science-based targets in line with the latest climate science.	In 2022, Mondi revised its science-based GHG reduction target, which was approved in 2019 and was previously based on a 2°C scenario. Our new science-based Net-Zero targets are based on the SBTi Net-Zero Standard (aligned to a 1.5°C scenario), which was launched ahead of COP26 and provides the world's first framework for corporate net-zero target setting. After a thorough validation process, Mondi's science-based Net-Zero targets were approved by the SBTi in December 2022.
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, which brings together leading businesses and experts to rethink and redesign the future of plastics, starting with packaging. Mondi is a signatory of the New Plastics Economy Global Commitment, alongside large brands, retailers, packaging manufacturers, governments and other stakeholders. In 2020, Mondi was a member of the pioneer project HolyGrail 2.0 and in 2022, continues to support the validation of the digital watermarking technology to improve separation of waste, and report on our progress under the annual Global Commitment Progress report. The threshold used by the Ellen MacArthur Foundation to prove recycling or composting works 'in practice and at scale' is a 30% recycling/composting rate achieved across multiple regions, collectively representing at least 400 million inhabitants. By this definition, Mondi's flexible plastic-based products are not yet deemed recycled at scale. However, we reported 31% (2021: 28%) of our plastic packaging, based on weight, as designed for recycling in line with the CEFLEX guideline. For examples of our projects in place to achieve this target, please see page 28. In 2022, we joined the 'Business Coalition for a Global Plastics Treaty', convened by Ellen MacArthur Foundation and WWF, which aims to provide a clear voice on a shared vision of over 80 global companies in the negotiations of a UN Global Treaty to End Plastic Pollution – an international legally binding instrument to prevent and reduce global plastic waste.
The Endangered Wildlife Trust (EWT)	The Endangered Wildlife Trust is dedicated to conserving threatened species and ecosystems in southern and East Africa to the benefit of all. Its strategy focuses on three strategic imperatives: Saving Species, Conserving Habitats and Benefitting People.	In 2022, we launched a two-year partnership in September with the National Biodiversity and Business Network of the Endangered Wildlife Trust (EWT) to: <ul style="list-style-type: none"> - pilot the Biological Diversity Protocol, which uses biodiversity accounting principles to measure a company's footprint for both species and ecosystems; - initiate a species materiality assessment, which will enhance effective biodiversity benchmarking, target development, management and reporting; and - strengthen research and implementation linkages through biodiversity footprinting.
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 International and we actively participate in their processes and improvement of governance systems and certification standards. In 2022, we actively engaged in PEFC's International General Assembly. Mondi participates in PEFC International's Working Groups, focused on EU policy affairs. PEFC submitted its application to the European Commission to be recognised under the EU Renewable Energy Directive. In 2022, Mondi achieved PEFC certification of its South African plantation forests for the first time. The list of Mondi's PEFC certificates for all certified operations can be found at https://www.pefc.org/find-certified

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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 2022, 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)	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 2021, WFP delivered 4.4 million tonnes of food.	<p>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. In 2022, Mondi donated €2 million to the World Food Programme to support their Ukraine relief effort. In 2022, Mondi worked with WFP 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 addition, broader engagement in 2022 included the following:</p> <ul style="list-style-type: none"> - Sustainable packaging presentation - 'Brown Bag' lunch for WFP employees - Shared insights at the European Forum panel, Alpbach, in Austria - Interview with Mondi and WFP for World Food Day 2022 in The Guardian newspaper - Webinar "The Journey to sustainable packaging: synergies between humanitarian organisations and the private sector – session on 'Packaging Matters'". We also participated with the World Food Programme at a USAID Joint Initiative webinar to promote shared learning among humanitarian organisations about packaging waste management and sustainable packaging. - Michigan State University 2022 Food Assistance Packaging Workshop Series - We began developing a behind the scenes' video series with Mondi workstream leaders <p>WFP does not endorse any product or service, either at end of 'How we engaged' or under 'Why we engage'</p>
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. 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.	<p>Mondi is a member and co-chair of WBCSD's Forest Solutions Group (FSG), a global platform with the mission to grow an inclusive circular bioeconomy that is rooted in thriving working forests. As part of the FSG, we continue to promote a transformational role of the forest sector in driving an equitable nature-positive and net-zero transition.</p> <p>In 2022, we worked with other members of the WBCSD's FSG to develop the Forest Sector Nature-Positive Roadmap, which provides guidance and tools to support forest companies in implementing nature-positive strategies. As part of the FSG, we also,</p> <ul style="list-style-type: none"> - supported the development of a TCFD scenarios analysis for food and land use companies - supported WBCSD's Climate Action agenda, with a focus on the development of a Net Zero Roadmap for the forest sector - provided support and pilot testing of the new GHG Protocol Land Sector and Removals Guidance, a joint initiative by WBCSD and the World Resources Institute (WRI)
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.	<p>We continue to work on strengthening water resource management and governance in the uMhlathuze 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. More recently, a key concern has been the communication between water authorities and users and the lack of visibility of metrics related to water availability and resources in the catchment. This contributed to poor decision-making and inefficient management of scarce water resources.</p> <p>In response, in 2022,</p> <ul style="list-style-type: none"> - the uMhlathuze Water Stewardship Partnership developed and commissioned a real-time flow monitoring system (tracker tool) for the catchment - The FlowTracker mobile app tracks river flow and dam levels in real time and provides rainfall forecasts, assisting stakeholders and authorities to make informed strategic decisions on water resource management <p>More information is available on the website.</p>

Research institutions and academia

Research institutions and academia	Why we engage	How we engaged in 2022
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 Pulping and Paper Technology and one in Food Contact Materials. The Mondi Group Food Safety Laboratory (FSL) is fully integrated at the campus of the Graz University of Technology and it uses the cutting-edge research infrastructure at the university and the research competence of the professors and scientists. We continue to work on process improvements, material and energy efficiency of our pulping process with the TU Graz.
International Union of Forest Research Organizations (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 630 member organisations in over 115 countries.	<p>In 2022, we continued our membership in IUFRO as well as our activities within the framework of the IUFRO-Mondi Partnership, a Science-Business Platform of a global nature with a pan-European focus established for three years in 2021. Through this partnership, we aim to better understand climate change impacts and challenges on and for forests and the forest-based industry; identify response measures in line with maximum contribution to the SDGs, particularly to climate change mitigation and adaptation, people's livelihoods and biodiversity conservation; and serve as catalysts for widespread collaboration and partnership between the private sector and research.</p> <p>In 2022, we arranged two partnership events bringing together scientists, NGOs, forest owners and industry representatives from the forest value chain:</p> <ul style="list-style-type: none"> - Stakeholder Dialogue (June 2022): Participants shared different perspectives on the future of pan-European forests and discussed how to balance wood supply, carbon stocks, biodiversity and energy demand from forests in a changing climate. - Think Tank Meeting (November 2022): Together with scientists, government and forest sector representatives, we discussed and identified response measures for forest management, policy, industry and science to address the diverse demands on forests today and in future in the context of climate change. Potential response measures were identified for forest management, policy, industry and science <p>More information can be found here.</p>
Stellenbosch University	We work with Stellenbosch University to advance research that makes a significant contribution to biodiversity conservation and stewardship of terrestrial and aquatic ecosystems in production landscapes.	<p>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, with the aim of improving landscape resilience. We have been working with the University of Stellenbosch to determine how our forestry landholdings conform with the design and management principles of effective ecological networks 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.</p> <p>In 2022,</p> <ul style="list-style-type: none"> - MENP research focused on design and management; refinement of assessment and monitoring using remote-sensing data and ecological indicators; and soil biodiversity conservation - A new PhD was initiated on the use of remote sensing tools to improve landscape connectivity, which Mondi supports.

Research institutions and academia

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University of Natural Resources and Life Sciences (BOKU)	<p>The University of Natural Resources and Life Sciences (BOKU) is an education and research centre for renewable resources, based in Vienna. BOKU combines expertise in the fields of natural sciences, engineering and biotechnology as well as social and economic sciences.</p>	<p>In 2022, together with BOKU in Austria (Institute of Silviculture, Assistant Professor DI Dr. Mathias Neumann), we conducted research into the ability of various forest types to provide stable climate change mitigation. The study considered many existing scientific studies on this topic and found a lack of data on carbon stocks stand structure of unmanaged forests, and harvested wood products. Using the available data, it concluded that sustainably managed forests are efficient in removing carbon from the atmosphere, acting as a 'carbon pump'. Formerly managed forests left without human intervention can become unstable with inherent uncertainty of carbon storage capacity. Unmanaged forests act as a good carbon storage when healthy and stable, but additional carbon sequestration in these forests in future will likely decrease whilst approaching the climax state and the risk of carbon losses will increase in part due to adverse affects of climate change.</p>
University of Pretoria	<p>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.</p>	<p>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 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 programme and enables, through genomic marker selection, the selection of more resistant trees for our plantation forests.</p>