
















Mondi Action Plan 2030

Created by Empowered People continued

Commitment: Create an environment that enables a positive work-life experience, valuing our safety, health and mental wellbeing

Target	Performance against baseline			This year at a glance
	2021	2022	2023	
Zero fatalities				Sadly, a contractor was fatally injured at our Ružomberok mill (Slovakia) while operating mobile equipment
Zero life-altering injuries				We sadly had four life-altering injuries in 2023, with two in our Świecie Corrugated plant (Poland) and one each in our Ružomberok (Slovakia) and our Frantschach (Austria) mills
15% reduction of Total Recordable Case Rate				Among industry leaders with a 0.64 Total Recordable Case Rate performance, a 4% reduction compared with our 2020 baseline, but an increase of 2% since last year
Support our employees in pursuit of a work-life experience that enhances their wellbeing				A 77% score for our new Wellbeing Index in the 2023 Employee Survey, reflecting our focus on developing a culture where everyone feels safe to speak openly, and supporting a positive work-life experience
Our operations drive awareness of and take measures to improve health and mental wellbeing				Professional counselling accessible for 94% of our employees through our Employee Assistance Programme (EAP) and EAP-equivalent system for support and help

We prioritise a working environment that values safety, health and mental wellbeing, with clear targets to hold us accountable. Our operations involve high-risk activities, and keeping people safe and healthy is a moral and a business imperative for everyone who works for and on behalf of Mondi.

While we are one of the safety leaders in our industry, we sadly experienced a fatality of a contractor in our Ružomberok mill (Slovakia) in November 2023. Relevant details have been shared with all operations to prevent reoccurrences.

Many injuries at our operations are related to the unconscious mind of our employees and contractors. We continuously promote our 'Work safe. Home safe. Everybody, every day.' slogan and strive to bring the unconscious to the conscious – thinking about the work we do before starting, so that it is done safely.

To drive continuous improvement in our culture and safety performance, we are shifting our traditional safety approach (based on controls) to the Social Psychology of Risk (SPoR), which includes psychological and cultural elements.

In 2023, we conducted 29,485 safety audits to identify areas for safety improvements. All our mills have scheduled annual maintenance shuts when we maintain and upgrade machinery and equipment. Our learning and skills development programmes cover safety and health in different formats, from formal to on-the-job training to engagement sessions, and also feature relevant experts.

Our aim is to build the best possible working environment, processes and structures to enhance people safety and wellbeing. We are developing flexible working models and offer employees access to assistance programmes and support, with a strong focus on mental wellbeing.

If an employee suffers a life-altering injury at work, we facilitate appropriate medical treatment and ongoing rehabilitation, and support their continued employment by finding alternative equivalent jobs for them, where required.

Key initiatives and progress in 2023

- We had 200 total recordable cases: 143 related to employees and 57 to contractors (2022: 189; 132 related to employees and 57 to contractors).
- Our new Engagement Board is a platform for our employees and contractors to discuss safety and health issues, including high-risk activities conducted by contractors during annual shuts, and major safety and health projects.
- In 2023, we had an average of 12,411 contractors across the Group (2022: 11,629). We are deepening our engagement with contractors to eliminate fatalities and life-altering injuries.
- At Mondi Bags Ukraine, we are prioritising the physical and mental safety of our colleagues, including regular check-ins and communication about safety, so our employees feel supported, connected and involved in a purposeful and engaging environment.

What's next in Empowered People?

- Encourage an inclusive leadership approach and a sense of shared ownership.
- Share good practices and guidance for inclusive recruitment and retention of women.
- Invest in activities to attract, retain and develop employees, focusing on expert career development, and opportunities to learn and exchange.
- Focus on shaping a culture where employees feel it is safe to speak up.
- Continue industry-leading Social Psychology of Risk approach, run training programmes and build on modular safety and health learning programme.