

Mondelēz International: Snacking Made Right 2024 – Concise ESG Summary

1. Overview

- Mission: Lead the future of snacking with consumer-centric, sustainable, and inclusive practices.
- Global operations: Presence in ~80 countries; products sold in 150+ countries.
- Core brands: Oreo, Ritz, Clif Bar, Cadbury, Milka, Toblerone.

2. Environmental Sustainability

- Science-Based Targets: Aim for net-zero GHG emissions by 2050 with interim goals (e.g., 10% GHG reduction in key plants by 2023).
- Packaging: 100% recyclable packaging by 2025; reducing virgin plastic use by 25% by 2025.
- Renewable Energy: 50% of electricity from renewable sources by 2025; improving energy efficiency by 5% year-over-year.

3. Sustainable Sourcing & Agriculture

- Cocoa: 100% sustainably sourced cocoa by 2025; invest in farmer programs (Cocoa Life) covering 200,000 farmers.
- Wheat & Dairy: Commit to sustainable sourcing practices, emphasizing responsible land use and farmer welfare.

4. Water Stewardship

- Water Use Reduction: 10% reduction in water use in manufacturing plants by 2025.
- Watershed Protection: Engage in watershed management programs in high-risk areas.

5. Waste & Circular Economy

- Zero Waste to Landfill: All key facilities to achieve zero waste to landfill status by 2025.
- Food Waste: Halve food waste by 2025 through prevention, recovery, and recycling initiatives.

6. Social Responsibility & Community

- Employee Diversity & Inclusion: 50% gender diversity in leadership by 2030; 35% female representation in global workforce by 2022.
- Health & Well-being: Invest \$50 million in nutrition education and community health programs by 2025.
- Community Impact: Support local communities through cocoa farmer training, disaster relief, and educational initiatives.

7. Governance & Ethics

- ESG Governance: Board-level oversight with ESG Steering Committee; integrate ESG targets into executive compensation.
- Ethical Sourcing: Supplier Code of Conduct covering labor rights, human rights, and anti-corruption.
- Transparency: Annual ESG reporting with disclosures aligned to GRI and SASB standards.

8. Performance Metrics & Progress

- 2023 Highlights:
 - 8% reduction in GHG emissions (vs. 2018 baseline).
 - 40% of electricity from renewables.
 - 85% of packaging recyclable or made from recycled content.
 - 92% sustainable cocoa sourcing.
 - 30% reduction in manufacturing water use (vs. 2018).
 - 25% female representation in global workforce.

9. Future Outlook

- Continue accelerating ESG initiatives with a focus on climate action, sustainable sourcing, and social impact.
- Expand partnerships for regenerative agriculture and community development.
- Enhance transparency and set new milestones for 2030 and beyond.