

Mondelēz International: Snacking Made Right 2024 – Detailed ESG Summary

1. Introduction & CEO Message

Vision: Lead future of snacking with sustainable and inclusive practices.

CEO Commitment: Integrate ESG into strategy for long-term value.

2. ESG Strategy & Framework

Embed ESG across Environmental, Social, and Governance pillars.

Focus areas: climate, packaging, sourcing, water, waste, D&I, community, ethics.

ESG Steering Committee and board oversight to align targets.

3. Environmental Pillars

--- Climate Action ---

Science-Based Targets: 10% GHG reduction in top 20 plants by 2023;

Net-zero by 2050. Achieved 8% reduction vs 2018 baseline in 2023.

40% electricity from renewables; 5% energy efficiency improvement.

--- Packaging & Circular Economy ---

100% recyclable packaging by 2025; 85% achieved in 2023.

Reduce virgin plastic by 25% by 2025; mono-material and compostable pilots.

--- Water Stewardship ---

10% water use reduction by 2025; 30% achieved by 2023.

8 water-neutral plants; watershed programs in high-risk areas.

--- Waste & Circular Economy ---

Zero waste to landfill by 2025; 75% of facilities certified in 2023.

50% food waste reduction by 2025; 40% achieved by 2023.

4. Sustainable Sourcing

--- Cocoa Life ---

100% sustainable cocoa by 2025; 92% in 2023.

Programs: agronomy, child protection, gender equality; 200K farmers reached.

--- Other Commodities ---

Wheat: regenerative agriculture pilots in NA/Europe.

Dairy: responsible sourcing, animal welfare, feed management.

Palm Oil: 100% RSPO by 2025; 80% traceable to mill in 2023.

5. Social Impact

--- People & Culture ---

D&I: 35% female workforce; 25% women leaders in 2023; 50% by 2030.

Safety: LTIR 0.15 in 2023; goal zero injuries.

Talent Dev: 80% leadership program participation.

--- Community & Nutrition ---

\$50M nutrition education by 2025.

Cocoa Life community projects, disaster relief, scholarships.

Employee volunteering: 10K hours in 2023.

6. Governance & Ethics

ESG Steering Committee chaired by CEO; board reviews quarterly.

Supplier Code of Conduct: labor, human rights, anti-corruption for 100% tier1.
ESG report aligned with GRI/SASB; third-party assurance.

7. Performance & Metrics (2023)

GHG: 8% reduction vs 2018; Renewable Energy: 40% electricity from renewables.
Packaging: 85% recyclable/recycled; Water: 30% reduction; 8 water-neutral plants.
Waste: 40% food waste cut; 75% facilities zero waste to landfill.
Sourcing: 92% cocoa, 80% palm oil, 50% dairy sustainable.
Diversity: 35% female; LTIR 0.15.

8. Future Goals & Outlook

Net-zero by 2050; 30% reduction by 2030.
100% recyclable packaging by 2025; scale circular innovations.
Cocoa Life: 250K farmers by 2025; 1M acres regenerative by 2030.
D&I: 50% women leaders by 2030; zero incident safety goal.
Expand nutrition education, volunteerism targets.