

Strengths and Improvement Areas

Strengths
Policies Strengths Environmental policy on energy consumption & GHGs
Actions Strengths External sustainability audit: no non-compliance found on environment
Use of recovered input materials
Use of eco-friendly or bio-based input materials
Environmental emergency measures in place
Wastewater quality assessment
Purchase and/or generation of renewable energy
Technologies or practices to recycle or reuse water
ISO 14001 certified
Results
Strengths Declares none of the sites/operations located in or near biodiversity-sensitive areas (not verified)
Reporting on total weight of waste recovered
Reporting on total amount of renewable energy consumed
Reporting on total water consumption
Reporting on total weight of non-hazardous waste
Reporting on total weight of hazardous waste
Reporting on total energy consumption
Standard reporting on environmental issues
Improvement Areas
Priority Improvement Areas
Medium Basic environmental policies: lacks details on specific issues
Medium Inconclusive documentation for policies on water

Medium	Inconclusive documentation for policies on materials, chemicals & waste
Medium	Inconclusive documentation for policies on product end-of-life
Low	No quantitative target on environmental issues
Low	No conclusive information on endorsement of external initiatives or principles on environmental issues
Actions	
Priority	Improvement Areas
Medium	Declares measures on waste management, but no supporting documentation available
Low	No information on measures regarding environmental impacts from product end-of-life
Results	
Priority	Improvement Areas
Low	No information on reporting on total Scope 2 GHG emissions
Low	Declares reporting on total gross Scope 1 GHG emissions, but no supporting documentation available
Low	No information related to reporting on total weight of pollutants emitted to water

දී Labor & Human Rights Weight 🔹 🕢 🔵 Strengths Policies The scope of living wage target covers all internal employees Living wage target publicly announced Labor & human rights policy on diversity, equity & inclusion Labor & human rights policy on child labor, forced labor & human trafficking Labor & human rights policy on career management & training Labor & human rights policy on employee health & safety Standard policy on a majority of labor or human rights issues Actions Actions in place to protect young workers Age verification of candidates before hiring External sustainability audit: no non-compliance found on labor or human rights

ISO 45001 certified
Compensation for extra or atypical working hours
Communication to all employees of remuneration process (e.g. salary grid, procedure for salary advancement)
Employee satisfaction survey
Collective agreement on training & career management
Collective agreement on working conditions
Collective agreement on employees' health & safety
Health care coverage of employees in place
Provision of protective equipment to impacted employees
Employee health & safety risk assessment
Regular assessment (at least once a year) of individual performance
Provision of skills development training
Training of employees on health and safety risks and best working practices
Results
Strengths
Reporting on the percentage of internal employees covered by living wage benchmarking analysis
Reporting on the percentage of employees from minority and/or vulnerable groups in the whole organization
Report on percentage of women within the organization's board
Reporting on average training hours per employee
Reporting on the percentage of women in top executive positions
Standard reporting on labor and human rights issues
Improvement Areas
Policies
Priority Improvement Areas
Medium Inconclusive documentation for policies on working conditions
Medium Inconclusive documentation for policies on social dialogue
Low No conclusive information on endorsement of external initiatives or principles on labor and human rights issues

Actions	
Priority	Improvement Areas
Low	Declares actions on diversity, equity & inclusion, but no supporting documentation available
Low	Declares measures on living wage, but no supporting documentation available
Results	
Priority	Improvement Areas
Low	No information on reporting on accident frequency rate
Low	No information on reporting on accident severity rate

at Ethics	Weight 🔹 🌑 🌑
Strengths	
Policies	
Strengths	
Policy on conflict of interest	
Disciplinary sanctions to deal with policy violations	
Actions	
Strengths	
External sustainability audit: no non-compliance found on ethics	
Awareness training to prevent information security breaches	
Improvement Areas	
Policies	
Priority Improvement Areas	
Medium Inconclusive documentation for policies on corruption	
Medium Inconclusive documentation for policies on information security	
Medium Basic ethics policies: lacks details on specific issues	
Low Inconclusive documentation for policies on fraud	
Low No conclusive information on endorsement of external initiatives or principles on ethics issues	
Actions	
Priority Improvement Areas	
High No conclusive documentation regarding corruption risk assessments	
High No conclusive documentation regarding information security risk assessments	

Medium	No conclusive documentation on awareness training to prevent corruption and bribery
Low	No conclusive documentation on audits of control procedures to prevent corruption
Low	No conclusive documentation on approval procedure for sensitive transactions (e.g. gifts, entertainment)
Low	No conclusive documentation regarding an anti-corruption due diligence program on third parties
Low	No conclusive documentation on measures regarding an effective whistleblower procedure to report corruption and bribery
Results	
Priority	Improvement Areas
High	No conclusive reporting on ethics issues

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Sustainable Procurement Weight	••••
Strengths	
Policies	
Strengths	
Sustainable wood and wood products sourcing policy	
Actions	
Strengths	
External sustainability audit: no non-compliance found on sustainable procurement	
Supplier sustainability code of conduct in place	
FSC chain-of-custody certified	
Results	
Strengths	
Reporting on the percentage of certified wood or wood-based products/materials	
Improvement Areas	
Policies	
Priority Improvement Areas	
Medium Inconclusive documentation for policies on supplier social practices	
Medium Inconclusive documentation for policies on supplier environmental issues	
Medium Basic sustainable procurement policies: lacks details on specific issues	
Actions	
Priority Improvement Areas	
High No conclusive documentation on the integration of social or environmental clauses into supplier contracts	

Medium	No conclusive documentation on CSR risk analysis (i.e. prior to supplier assessments or audits)
Medium	No conclusive documentation on supplier assessment (e.g. questionnaire) on environmental or social practices
Medium	No conclusive documentation on the training of buyers on social and environmental issues within the supply chain
Medium	No conclusive documentation on on-site audits of suppliers on environmental or social issues
Results	
Priority	Improvement Areas
High	Insufficient reporting on sustainable procurement issues
Low	No reporting on the percentage of recycled wood or wood-based products/materials

360° Watch Findings

26 Jul 2022 https://www.packaging	-gate 9 Nov 2020 https://w	ww.packaginginsig	12 Dec 2019 http://www.conver	ter.it/li
Impact on score Neutral →	Impact on score Neutral →		Impact on score Neutral →	
Impacted themes	Impacted themes	Ø	Impacted themes	Ø
Mondi and Fiorini develop recyclable packaging for pasta brand Paper and packaging company Mondi h launched fully recyclable paper packagi Italian pasta brand Antico Pastificio Um collaboration with Fiorini International. ² packaging is made from renewable reso and is designed to offer similar protectiv properties to the brand's previous plast packaging.	Rice Bag in Italian man has Italian rice producer Ris ing for teaming up with consum ibro in Mondi and packaging co The fully recyclable paper pa ources rice market.	rket first s eria Vignola Giovanni is r ner packaged goods giant M onverter Fiorini to bring c ackaging to the European k	The innovative fully recyclable participations and for the Italia market [IT] Mondi Group and Fiorini Internation developed a fully recyclable preform bag with pasta window, which was re aunched by Girolomoni in Italy. The backaging is suitable for paper recy even in countries with the highest re- requirements.	n food hal have ned paper ecently e new rcling flows,
21 Feb 2023 Impact on score Neutral → No records found for this company of Compliance Database	n			

Specific comments

 $\ensuremath{\fbox{\ensuremath{\square}}}$ No records found in third party risk and compliance database.

Despite the company implementing measures regarding environmental issues, policies are not formalized or are only basic.

You are receiving this score/medal based on the disclosed information and news resources available to EcoVadis at the time of assessment. Should any information or circumstances change materially during the period of the scorecard/medal validity, EcoVadis reserves the right to place the business' scorecard/medal on hold and, if considered appropriate, to re-assess and possibly issue a revised scorecard/medal.

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