

Supporting Data





SMURFIT KAPPA

Input/Output 2024 Europe

Input

Wood and fiber

Wood ¹	ktonnes ar	5,148
Market virgin pulp	ktonnes ar	109
Other pulp	ktonnes ar	15
Recovered paper	ktonnes ar	5,252
Paper or board purchased	ktonnes ar	1,070
Plastic films, other plastic item (BIB)	ktonnes	31
Starch (all types)	ktonnes ar	299
Inorganic raw materials	ktonnes ar	277
Other organic raw materials	ktonnes ar	195

Energy

Energy from fossil fuels	TJ	30,277
Energy from purchased biofuels	TJ	5,096
Electricity from grid	GWh	2,149

Water

Water intake ²	Mm ³	102
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Output

Production

Papers (all grades)	ktonnes	5,994
Corrugated packaging*	ktonnes	4,987
Board and laminated boards*	ktonnes	350
Converted board*	ktonnes	106
Sacks*	ktonnes	-
Other packaging	ktonnes	29

Direct emissions to air

CO ₂ fossil	ktonnes	1,742
CO ₂ biogenic	ktonnes	3,524
Dust/Particulates from fuels	ktonnes	0.18
SO _x from processes	ktonnes	0.75
NO _x from processes	ktonnes	2.8

Energy output

Electricity to third party	GWh	412
Thermal energy to third party	TJ	1,017
Biomass sold	TJ	610

Waste

Hazardous waste	ktonnes	11.3
Non-hazardous waste sent to landfill	ktonnes	116
Non-hazardous waste recovered	ktonnes	482
Non-hazardous waste sent to other disposal method	ktonnes	22.9

Discharges to water

Water released	Mm ³	92
COD	ktonnes	26
BOD	ktonnes	10
Total suspended solids	ktonnes	4.6
Total N	ktonnes	0.53
Total P	ktonnes	0.06

¹ Wood and sawmill chips as delivered to the mill

² Water intake includes rainwater and waste water from another operation

* Partly produced with SKG paper or board
ktonnes ar: kilotonnes as received

The table reports total energy consumption of the site, taking into account the fuels used to produce electricity and/or thermal energy sold externally.

SMURFIT KAPPA

Input/Output 2024 The Americas

Input

Wood and fiber

Wood ¹	ktonnes ar	862
Market virgin pulp	ktonnes ar	2
Other pulp	ktonnes ar	2
Recovered paper	ktonnes ar	1,464
Paper or board purchased	ktonnes ar	265
Plastic films, other plastic item (BIB)	ktonnes	5
Starch (all types)	ktonnes ar	67
Inorganic raw materials	ktonnes ar	32
Other organic raw materials	ktonnes ar	62

Energy

Energy from fossil fuels	TJ	12,304
Energy from purchased biofuels	TJ	2,330
Electricity from grid	GWh	919

Water

Water intake ²	Mm ³	27
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Output

Production

Papers (All grades)	ktonnes	1,600
Corrugated packaging*	ktonnes	1,596
Board and laminated boards*	ktonnes	101
Converted board*	ktonnes	77
Sacks*	ktonnes	73
Other packaging	ktonnes	5

Direct emissions to air

CO ₂ fossil	ktonnes	805
CO ₂ biogenic	ktonnes	609
Dust/Particulates from fuels	ktonnes	0.18
SO _x from processes	ktonnes	1.51
NO _x from processes	ktonnes	1.28

Energy output

Electricity to third party	GWh	-
Thermal energy to third party	TJ	-
Biomass sold	TJ	-

Waste

Hazardous waste	ktonnes	1.96
Non-hazardous waste sent to landfill	ktonnes	197
Non-hazardous waste recovered	ktonnes	34
Non-hazardous waste sent to other disposal method	ktonnes	0.89

Discharges to water

Water released	Mm ³	23
COD	ktonnes	8.4
BOD	ktonnes	1.59
Total suspended solids	ktonnes	2.37
Total N	ktonnes	0.42
Total P	ktonnes	0.02

¹ Wood and sawmill chips as delivered to the mill

² Water intake includes rainwater and waste water from another operation

* Partly produced with SKG paper or board
ktonnes ar: kilotonnes as received

The table reports total energy consumption of the site, taking into account the fuels used to produce electricity and/or thermal energy sold externally.

SMURFIT KAPPA

Environmental data 2024

Operations total, Europe

		Paper and Board Mills	Integrated Corrugated Operations	Other Packaging Operations	Other Operations	TOTAL OPERATIONS
Production	ktonnes	6,344	4,721	401	1,896	13,362

Energy

Electricity						
Co-generated	GWh	2,049	-	-	-	2,049
Self-generated	GWh	0	-	-	-	0
Hydropower	GWh	4	-	-	-	4
Solar electricity generated on site	GWh	11	7	0	-	17
Net grid supply	GWh	1,364	517	84	4	1,968
Total electricity	GWh	3,428	523	84	4	4,039
Fuel usage						
Biofuels	TJ	31,249	144	1	-	31,393
Fossil fuels	TJ	24,861	3,918	121	85	28,984
Total fuels	TJ	56,109	4,062	122	85	60,377

Water withdrawal

Surface	Mm ³	85.1	0			85.1
Ground	Mm ³	12.2	0.2	0		12.4
Grid	Mm ³	0.8	1.3	0.1	0	2.2
Total water ¹	Mm ³	100.4	1.5	0.1	0	102

Discharges

To air						
CO ₂ fossil direct Scope 1	ktonnes	1,430	225	7	6	1,668
CO ₂ fossil indirect Scope 2	ktonnes	125	93	16	0	234
CO ₂ biogenic	ktonnes	3,364	15	0	-	3,380
Dust (particulate matter, PM)	tonnes	174	2	0	0	176
NO _x as NO ₂	tonnes	2,733	77	3	4	2,818
SO _x as SO ₂	tonnes	724	24	2	4	754
To water						
Process water	Mm ³	53.0	0.5	0	-	53.6
Cooling water	Mm ³	37.9	0.1	-	-	38.0
COD ²	tonnes	24,957	1,502			26,459
BOD ²	tonnes	9,688	468			10,157
Total suspended solids ²	tonnes	4,190	430			4,620
Total nitrogen ²	tonnes	509	24			534
Total phosphorous ²	tonnes	58	1			59

Waste

Total non-hazardous waste	tonnes	555,868	49,190	7,418	9,014	621,490
Landfill	tonnes	109,699	2,898	335	3,345	116,277
Recovery	tonnes	434,865	35,039	6,744	5,669	482,317
Other	tonnes	11,303	11,253	339	-	22,896
Hazardous waste	tonnes	6,829	4,021	451	22	11,323

¹ Total water includes rainwater and waste water from another organization. ² Sum of available data.

SMURFIT KAPPA

Environmental data 2024

Operations total, The Americas

		Paper and Board Mills	Other Operations	TOTAL OPERATIONS
Production	ktonnes	1,600	3,932	5,532
Energy				
Electricity				
Co-generated	GWh	287	-	287
Self-generated	GWh	2	0	2
Hydropower	GWh	-	-	-
Solar electricity generated on site	GWh	0	1	1
Net Grid supply	GWh	667	256	923
Total electricity	GWh	955	257	1,212
Fuel usage				
Biofuels	TJ	5,794	220	6,014
Fossil fuels	TJ	10,685	1,629	12,314
Total fuels	TJ	16,479	1,849	18,328
Water withdrawal				
Surface	Mm ³	20.4	0.1	20.5
Ground	Mm ³	3.8	0.5	4.2
Grid	Mm ³	1.3	0.4	1.7
Total water¹	Mm³	26	0.9	26.9
Discharges				
To air				
CO ₂ fossil direct Scope 1	ktonnes	706	100	805
CO ₂ fossil indirect Scope 2	ktonnes	172	74	245
CO ₂ biogenic	ktonnes	586	23	609
Dust (particulate matter, PM)	tonnes	176	3	179
NO _x as NO ₂	tonnes	1,241	41	1,282
SO _x as SO ₂	tonnes	1,469	43	1,512
To water				
Process water	Mm ³	22.4	0.2	22.7
Cooling water	Mm ³	0.3	0	0.3
COD ²	tonnes	8,017	381	8,398
BOD ²	tonnes	1,515	82	1,596
Total suspended solids ²	tonnes	2,331	34	2,365
Total nitrogen ²	tonnes	416.1	7.3	423.3
Total phosphorous ²	tonnes	23.9	0.2	24.1
Waste				
Total non-hazardous waste	tonnes	202,578	29,399	231,977
Landfill	tonnes	180,686	16,545	197,231
Recovery	tonnes	21,390	12,467	33,856
Other	tonnes	503	387	890
Hazardous waste	tonnes	552	1,494	2,046

¹ Total water includes rainwater and waste water from another organization. ² Sum of available data.

SMURFIT KAPPA

Environmental data

Total group operations

		All operations				
		2024	2023	2022	2021	2020
Energy						
Electricity						
Co-generated ¹	GWh	2,336	2,248	2,419	2,196	2,192
Self-generated	GWh	2	-	-	1	1
Hydropower	GWh	4	4	3	5	5
Solar electricity generated on site	GWh	18	7	5	1	1
Net grid supply	GWh	2,891	2,829	2,890	2,907	2,841
Total electricity	GWh	5,251	5,088	5,317	5,109	5,040
Fuel usage						
Biofuels	TJ	37,407	37,528	37,506	37,363	36,965
Fossil fuels	TJ	41,298	40,131	42,282	40,847	41,058
Total fuels	TJ	78,705	77,659	79,787	78,210	78,023
Water withdrawal						
Surface	Mm ³	105.6	109.0	117.8	116.6	120.9
Ground	Mm ³	16.6	16.0	16.8	17.0	17.0
Grid	Mm ³	3.8	3.9	4.3	4.0	4.0
Total water²	Mm³	128.9	131.7	141.1	140.1	144.3
Discharges						
To air						
CO ₂ fossil direct Scope 1	ktonnes	2,473	2,415	2,541	2,500	2,545
CO ₂ fossil indirect Scope 2	ktonnes	479	467	508	553	566
CO ₂ biogenic	ktonnes	3,989	4,000	4,195	4,176	4,073
Dust (particulate matter, PM)	tonnes	355	397	341	344	383
NO _x as NO ₂	tonnes	4,099	4,155	4,297	4,128	4,400
SO _x as SO ₂	tonnes	2,266	1,972	2,108	2,176	2,395
To water						
Process water	Mm ³	76.2	81.2	82.0	77.0	80.0
Cooling water	Mm ³	38.3	40.0	44.9	49.3	50.8
COD ²	tonnes	34,856	39,500	41,750	41,398	40,100
BOD ²	tonnes	11,753	14,644	14,297	14,849	15,399
Total suspended solids ²	tonnes	6,985	7,858	8,715	8,431	7,775
Total nitrogen ²	tonnes	957	940	897	1,088	901
Total phosphorous ²	tonnes	83	80	92	99	87
Waste						
Total non-hazardous waste	tonnes	853,467	867,215	955,799	915,257	856,862
Landfill	tonnes	313,508	370,935	452,757	426,106	442,038
Recovery	tonnes	516,174	478,944	488,476	475,022	405,801
Other	tonnes	23,786	17,336	14,566	14,129	9,022
Hazardous waste	tonnes	13,369	12,604	12,815	8,774	10,046

¹ CHP partly or totally outsourced.² Total water includes rainwater and waste water from another organization.³ Sum of available data.

SMURFIT KAPPA

Social data

Social citizenship (full-time employees)

	2024	2023	2022	2021	2020
Total number of employees¹	46,674	46,982	48,058	48,045	46,688
of whom female (%) ²	21.20%	20.60%	20%	20%	19%
Employees leaving the company³	5,028	5,221	5,421	4,919	4,017
of whom resignation and retirement (%)	62%	67%	74%	69%	64%
Employees joining the company³	4,709	4,679	5,705	5,778	4,189
Age distribution (%)					
<20 years	1%	1%	1%	1%	1%
21-30 years	16%	16%	17%	17%	16%
31-40 years	25%	24%	24%	25%	25%
41-50 years	26%	26%	27%	27%	27%
51-60 years	26%	26%	26%	26%	26%
>60 years	6%	6%	5%	5%	5%
Employees turnover (%)	12.0%	12.5%	12.7%	11.7%	9.8%
Length of service, above 11 years (%)	45%	45%	46%	46%	47%
Female in management (%)	26.7%	25.1%	23.5%	22%	22%
Parental leave	1443 employees took a parental leave, and 1254 returned from parental leave	1372 employees took a parental leave, and 1133 returned from parental leave	1423 employees took a parental leave, and 1201 returned from parental leave	1225 employees took parental leave, and 1015 returned from parental leave	1152 employees took parental leave, and 900 returned from parental leave
Of whom female⁴	382 female employees took parental leave, and 273 returned	421 female employees took parental leave, and 265 returned	383 female employees took parental leave, and 260 returned	371 female employees took parental leave, and 238 returned	
Average training hours per employee	24	22	21	18.7	15
By gender⁴	22.9 Male / 28.7 Female	22.2 Male / 21.4 Female	20.9 Male / 22.5 Female	18.6 Male / 18.9 Female	

¹ Based on full-time equivalent of employees and contractors.

² Based on SK employees only (excluding contractors).

³ This data has been derived from Hyperion Financial Management data system (HFM). Since 2018, all countries have registered in HFM, and data accuracy has improved. This has led to an increase in the joiners and leavers data compared with 2017.

⁴ New indicator since 2021.

* The amount of contractors and sub-contractors in our business is relatively small. Contractors and sub-contractors are mainly supporting us in major construction and maintenance projects and represent our external suppliers.

SMURFIT KAPPA

Social data

Health and safety

	2024	2023	2022	2021	2020
Lost time accidents (LTA) (SK employees)	243	279	277	270	232
Lost time accidents (LTA) (contractors)	32	45	58	63	37
Days lost due to accidents (DLA) (SK employees)	10,822	9,858	8,890	9,090	9,413
Accident severity rate (ASR) (%) (SK Employees)	12.76%	11.56%	10.08%	10.39%	11.19%
LTA frequency rate (FR)* (SK Employees)	0.29	0.33	0.31	0.31	0.28
Total recordable injury rate	0.46	0.53	0.51	0.59	0.60
Number of restricted workday cases (RWC) (SK Employees)	58	68	68	107	104
Number of medical treatment cases (MTC) (SK Employees)	86	106	109	137	165
Number of medical treatment cases (MTC) (Contractors) ¹	9	11	12	9	
Total recordable injuries (LTA/RWC/MTC)	387	453	454	514	501
Fatalities					
Own employees	0	0	0	0	0
Contractors ²	0	0	0	0	1
Subcontractors ²	3	0	1	1	1

¹ New indicator since 2021.² (Sub)Contractors have been split into Contractors and Subcontractor since 2021.

* The amount of contractors and sub-contractors in our business is relatively small. Contractors and sub-contractors are mainly supporting us in major construction and maintenance projects and represent our external suppliers.

SMURFIT KAPPA

Sourcing data

Sustainable sourcing and sustainable fiber data

Sustainable sourcing data

	2024	2023	2022	2021	2020
Number of audit activities¹					
Suppliers of key materials	61	286	66	9	21
Tactical and other suppliers	162	1,170	55	13	25
Satisfactory scores					
Suppliers of key materials	51	179	50	8	20
Tactical and other suppliers	121	641	37	11	24

Sustainable fiber

	2024	2023	2022	2021	2020
Wood supplied from certified forests ²	58.6%	56.8%	56.9%	56.2%	57.3%
Wood supplied from non-controversial sources ²	41.4%	43.2%	43.1%	43.8%	42.7%
Paper produced as certified ²	93.1%	92.8%	93.0%	92.8%	92.7%
Packaging sold as certified ²	95.8%	95.5%	94.3%	93.5%	93.8%
External papers purchased through CoC certified supply chains ²	99.7%	99.5%	99.2%	99.5%	99.2%
Recycled fiber in global production	76.4%	76.5%	76.2%	75.6%	75.4%

¹ Note: An "audit activity" could be an initial- or re-approval audit, a follow up on improvement plan, an internal audit, or an assessment by an external platform. Since October 2022, we have started to implement an online platform in our German organization for supplier assessments. Also we have started audits at our paper mills, being suppliers to our converting entities.

² FSC, PEFC, or SFI CoC-certified and FSC-controlled wood.

SMURFIT KAPPA

Protected areas and biodiversity

Smurfit Kappa operations within or adjacent to legally protected area or to areas of high biodiversity value

Location	Type plant	Specifics	Status	Area
Austria				
Nettingsdorf	Paper mill	Site adjacent to a protected area	Natura 2000	Hangwälder Ritzlhof AT3147000
Czech republic				
Morava	Paper mill	Site adjacent to a protected area	Natura 2000	Údolí Moravice CZ0813474
France				
Alfa d'Avignon	Paper mill	Site adjacent to a protected area	Natura 2000	Le Rhône aval FR9301590
Aquitaine	Corrugated site	Site adjacent to a protected area	Natura 2000	Vallée du Ciron FR7200693
Facture	Paper mill	Site partly located in the protected area	ZNIEFF type 1	Zone inondable de la basse Leyre
			ZNIEFF type 2 Natura 2000	Vallées de la grande et de la petite Leyre FR7200721
			LPO ZICO	Vallées de la grande et de la petite Leyre
				AN1
Germany				
Delitzsch	Corrugated site	Site adjacent to a protected area	Natura 2000	Agrarraum und Bergbaufolgelandschaft bei Delitzsch DE4439452
Heppenheim	Board converting site	Site adjacent to a protected area	Natura 2000	Hinterer Bruch südlich Heppenheim DE6317306
Herzberg	3 activities (board mill, corrugated site, and converting plant)	Site adjacent to a protected area	Natura 2000	Sieber, oder, Rhume DE 4228331
			Naturpark Harz	N°4229-402
Lauenburg	Corrugated site	Site adjacent to a protected area	Natura 2000	Elbe mit Hohem Elbufer von Tesperhude bis Lauenburg mit angr. Fl. DE2628392
St. Leon	Corrugated site	Site adjacent to a protected area	Natura 2000	Lußhardt zwischen Reilingen & Karlsdorf DE6717341
Wrexen	Paper mill	Site adjacent to a protected area	Natura 2000	Gebiet DE4420304
				Vogelschutzgebiet Egge DE4419401
The Netherlands				
Parengo	Paper mill	Site adjacent to a protected area	Natura 2000	Rijntakken NL2014038
				Veluwe NL3009017
Spain				
Nervión	Paper mill	Site adjacent to a protected area	Natura 2000	Urkiola Natural Park ES213009
Vigo	Corrugated site	Site adjacent to a protected area	Natura 2000	Gándaras de Budiño ES1140011
Sweden				
Eslöv	Corrugated site	Site adjacent to a protected area	Natura 2000	Abullahagen SE0430119
Welltilverkaren	Corrugated site	Site adjacent to a protected area	Natura 2000	Abullahagen SE0430119
Piteå	Paper mill	Site adjacent to a protected area	Natura 2000	Svensbyfjärden SE0820711

SMURFIT KAPPA

Protected areas and biodiversity

Smurfit Kappa operations within or adjacent to legally protected area or to areas of high biodiversity value

Some other sites are adjacent to sites protected by national or local status:

Location	Type plant	Specifics	Status	Area
Belgium				
Turnhout	Corrugated site	Site adjacent to a protected area	National legislation	Nature reserve "Frans Segers"
Denmark				
Kolding	Corrugated site	Site adjacent to a protected area	National legislation	Kolding Havn
Ecuador				
Ecuador sacks	Sack plant	Site adjacent to a protected area	Local legislation	Cerro blanco forest (White forest hill)
France				
Dore	Corrugated site	Site located in a protected area	Local legislation	parc naturel régional Livradois-Forez
Germany				
Hoya	Paper mill	Site adjacent to a protected area	National legislation	2 : Wiedsee & Bürgerpark
Lübeck	Corrugated site	Site adjacent to a protected area	National legislation	Schellbruch
Schneverdingen	Corrugated site	Site located in a protected area	Local legislation	Water reserve
The Netherlands				
R. Eindhoven	Corrugated site	Site located in a protected area	Local legislation	Philips de Jongh park
United Kingdom				
Townsend Hook	Paper mill	Site adjacent to a protected area	Local legislation	Holborough and Burham Marshes SSSI

Water courses where Smurfit Kappa withdraws or releases water that are classified 'Sensitive' or 'Protected': Piteå paper mill in Sweden discharges process water in the estuary Vargödraget, which is classified as protected area Natura 2000 (SE 0820330)

WESTROCK

Recycling and fiber sourcing

Recycling at paper mills and recovered materials at recycling operations, Global

		FY2019	FY2023	CY2024		
Production						
Total production	Tons	15,218,523	12,820,853	13,021,711		
Virgin Wood Fiber Procured						
United States	Tons	35,655,428	25,719,745	25,198,505		
Canada	Tons	1,731,436	1,277,428	1,760,219		
Brazil	Tons	1,858,118	2,564,348	2,570,361		
Total	Tons	39,244,982	29,561,521	29,529,085		
Fiber Sourced			Virgin	Recycled	Virgin	Recycled
All	Tons		59%	41%	60%	40%
Consumer mills	Tons		74%	26%	77%	23%
Corrugated mills	Tons		56%	44%	55%	45%
Recycled Fiber Used						
North American recycled tons used by WestRock	Tons	5,432,613	4,757,773	4,570,757		
Percentage of total recycled fiber tons managed	Tons	67%	75%	77%		
Volume of Fiber Managed						
Recycled tons used by WestRock	Tons	5,432,613	4,757,773	4,570,757		
Sold externally	Tons	2,669,387	1,560,382	1,344,405		
Percentage of total fiber tons managed	Tons	67%	75%	77%		
Volume of Recyclables Managed						
Fiber	Tons	8,102,000	6,318,155	5,915,162		
Plastic	Tons	59,000	29,920	28,408		
Aluminum	Tons	7,600	3,322	3,233		
Other non-fiber	Tons	37,100	43,311	108,023		
Total	Tons	8,205,700	6,394,708	6,054,826		

These tables include CY2024 legacy WestRock data for the full year ended December 31, 2024. They also include prior year data for FY2019 and FY2023 based on legacy WestRock's fiscal years ending September 30. FY2019 and FY2023 data in these tables has not been restated, with the exception of GHGs, to reflect recent acquisitions and divestitures.

All indicators measured using the Metric System will be stated as 'ktonnes'. All indicators that reference 'tons' are measured as U.S. short tons. All waste-related and fiber tons are dry tons except for virgin wood fiber, which is measured in green tons.

WESTROCK

Energy

All operations

		FY2019	FY2023	CY2024		
Energy Used						
Total renewable energy used	MMBTU	212,547,241	166,526,977	159,105,584		
Total non-renewable used	MMBTU	109,302,860	108,532,191	104,415,339		
Total energy used	MMBTU	321,850,101	294,136,172	284,911,157		
Purchase fuel energy efficiency	MMBTU / ton	12.70	13.17	12.62		
Electricity, steam and heat purchased	MMBTU	22,943,540	24,007,727	25,167,585		
Electricity, steam and heat sold	MMBTU	(2,099,762)	(4,930,723)	(3,777,351)		
Energy Mix	MMBTU	Percentage	MMBTU	Percentage	MMBTU	Percentage
Renewable	212,547,241	66%	166,526,976	61%	159,105,584	60%
Non-renewable	109,302,860	34%	108,532,190	39%	104,415,339	40%
-Natural gas	87,251,187	81%	86,067,120	84%	86,013,345	89%
-Coal	18,688,096	17%	14,017,875	14%	9,748,199	10%
-Fuel oil	2,078,263	2%	1,887,915	2%	1,316,148	1%

Emissions

All operations

		FY2019	FY2023	CY2024
GHG Emissions				
Scope 1 - Direct emissions	CO ₂ e (ktonnes)	6,411	5,997	5,674
Scope 2 - Indirect emissions - location	CO ₂ e (ktonnes)	1,863	1,684	1,746
Scope 2 - Indirect emissions - market	CO ₂ e (ktonnes)	2,968	2,327	2,300
Total emissions: Scopes 1 and 2 market-based	CO ₂ e (ktonnes)	9,379	8,324	7,974
GHG emissions intensity	tCO ₂ e /ton	0.56	0.58	0.55
Biogenic emissions	CO ₂ (ktonnes)	19,952	16,451	15,358
Scope 3 relevant emissions (Categories 1, 2, 3, 4, 9, 10, 12)	CO ₂ e (ktonnes)	11,399	9,653	9,452
Air emissions, paper mills only				
NO _x	Tons	24,205	21,142	19,778
SO _x	Tons	9,838	7,556	5,799

WESTROCK

Water

Paper mills

		FY2019	FY2023	CY2024
Mill Water Use				
Withdrawal	megaliters	575,342	525,124	470,201
Effluents	megaliters	505,139	483,366	445,060
Water consumption	megaliters	70,202	41,758	25,141
Withdrawal intensity	megaliters/ton	0.038	0.041	0.036
Source of Mill Water of All Mills				
Surface	megaliters	335,669	320,440	312,248
Groundwater	megaliters	128,930	118,842	129,812
Third-party	megaliters	110,054	85,842	28,141
Water Quality				
Total BOD discharged	1000 lbs	21,873	19,526	18,457
Total TSS discharged	1000 lbs	28,530	29,751	27,002

Waste

Paper mills

		FY2019	FY2023	CY2024
Mill Waste Generation				
Landfill	Tons	913,541	708,378	694,211
Waste-to-energy	Tons	250,534	247,340	227,237
Beneficial use	Tons	216,409	233,141	269,335
Significant spills	Tons		-	-
Environmental management systems ISO14001-certified sites	Tons		22	22

Safety and training

All employees

		FY2019	FY2023	CY2024
Safety				
OSHA rate (recordable injuries per 100 employees)		1.68	1.52	1.34
LWD rate (number of LWD per 100 employees)		15.04	18.47	22.43
Life-changing events total (count)		36	5	15
-Amputation			3	11
-Burn			1	0
-Degloving			0	0
-Fractures			1	2
-Fatalities			0	2
Training				
Total training hours			557,244	602,035
Training hours per employee			11	14
Training spend				
Total training spend	USD		\$3,215,208	\$1,901,319
Training spend per employee	USD		61	44

WESTROCK

Employees

All employees

		FY2023	CY2024
New Hires			
Total		22,897	14,001
Gender	Male	16,959	10,456
	Female	5,938	3,545
Region	North America	9,606	8,368
	Asia/Pacific	118	170
	EMEA	652	361
	Latin America	12,521	5,102
Age group	Under 30	8,641	5,953
	30-50	11,522	6,687
	Over 50	2,734	1,361
Turnover			
Total		17,863	15,934
Gender	Male	13,469	11,823
	Female	4,394	4,111
Region	North America	12,355	9,706
	Asia/Pacific	190	209
	EMEA	688	625
	Latin America	4,630	5,394
Age group	Under 30	5,607	5,278
	30-50	8,223	7,311
	Over 50	4,033	3,345
All Employees			
Gender	Male	42,140	40,665
	Female	12,735	12,352
Region	North America	36,490	34,870
	Asia/Pacific	1,453	1,419
	EMEA	5,480	5,368
	Latin America	11,452	11,360
Age group	Under 30	9,132	8,578
	30-50	27,653	27,079
	Over 50	18,090	17,360
Employee type	Hourly	39,276	38,125
	Salaried	15,599	14,892