

Mercer International
**UN Sustainable
Development
Goals Index 2025**

References:

[2025 Sustainability Report](#)
[Governance Policies](#)



Advancing Sustainable Development



With only a few years left to meet the UN 2030 Agenda for Sustainable Development, it is clear that accelerated action is needed to meet the SDGs by 2030. At Mercer, we have identified eight SDGs that are strategically relevant to our organization and aligned with Mercer’s sustainability approach to do our part in advancing the SDGs.

The United Nations (UN) 2030 Agenda for Sustainable Development, adopted in 2015, is a global framework guiding efforts towards a sustainable future. It comprises 17 interconnected Sustainable Development Goals (SDGs) addressing critical global challenges, from poverty and health to climate action and biodiversity.

At Mercer, our vision is to transform biomass into bioproducts for a more sustainable world. Our commitment to sustainability is deeply tied to the UN Sustainable Development Goals (SDGs). As a global producer of sustainable forest products, many SDGs — like responsible consumption, climate action, and life on land — directly align with our core business and values. We integrate these goals into our strategy and metrics by focusing on environmental performance, advancing the circular bioeconomy, sustainable forest management, and social responsibility. This ensures our operations actively contribute to a more sustainable world, reflecting how we operate and create value.

As part of our sustainability reporting process, we map our sustainability approach and 2030 Aspirational Goals to these SDGs, represented by our strategic focus areas. The corresponding SDG targets and indicators are mapped to our own goals, policies, strategies, and initiatives across our entire value chain.



Mercer’s eight key SDGs

SDG Ambition Accelerator Program with the UNGC

In 2022, Mercer became a signatory to the UN Global Compact (UNGC), signaling our support of the Ten Principles of the UNGC on human rights, labor, environment and anti-corruption. In early 2024, our participation in the UNGC SDG Ambition Accelerator helped refine our sustainability targets and further align them with global priorities. We have identified eight key SDGs where our operations and products can make a measurable contribution. We realize that our success in sustainability is rooted in our value system that translates into operating with ethics and the highest regard for human rights. In this report, we map the UNGC principles and the eight focused SDGs that are strategically relevant to Mercer and aligned with our sustainability approach. These eight SDGs align with the areas of our business where we can maximize positive contributions and minimize negative impacts towards sustainable development.

Aligning the UN SDGs to Our Operations



6 CLEAN WATER AND SANITATION
Clean Water and Sanitation

At Mercer, we recognize the fundamental importance of responsible water stewardship across our operations. We are committed to reducing water usage and protecting water quality in a way that is environmentally sustainable and socially responsible. Our mills actively pursue opportunities to enhance water efficiency and increase water reuse and recycling, supported by innovative research and development initiatives.

7 AFFORDABLE AND CLEAN ENERGY
Affordable and Clean Energy

Our organization strives to minimize energy consumption while maximizing our share of energy from self-generated and renewable sources. Across all Mercer operations including our pulp mills, sawmills and mass timber plants, energy use is carefully monitored and managed. We are continuing to modernize our operations and invest in energy efficiency projects and process reliability initiatives.

8 DECENT WORK AND ECONOMIC GROWTH
Decent Work and Economic Growth

At Mercer, we value the connection between company success and the safety, well-being, and health of all stakeholders. By prioritizing safe, fair, and inclusive practices, we enhance productivity and drive growth. We are committed to creating decent work opportunities, fostering a supportive environment for employees, contractors, and business partners, and ensuring that our operations contribute to long-term economic growth.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
Industry, innovation and infrastructure

We drive sustainable industry by applying innovative approaches to our manufacturing, ensuring we remain resilient and adaptable to changing markets. By balancing bold foresight with continuous optimization, we enhance our operational performance to deliver efficient, reliable solutions. Furthermore, our targeted investments in R&D allow us to pioneer innovative products that store carbon and provide sustainable alternatives to fossil-based materials.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Responsible Consumption and Production

One of our key sustainability goals at Mercer is to continuously enhance the efficient use of resources while advancing circular solutions through our diversified forest products. Our transition to a circular bioeconomy is grounded in nature-based solutions, such as sourcing wood from sustainably managed forests, supporting responsible practices throughout our value chain.

13 CLIMATE ACTION
Climate Action

Mercer is actively committed to climate protection and climate change mitigation. We specifically support initiatives that promote wood and wood-based byproducts as important climate change solutions. In an effort to reduce negative impacts on the environment and mitigate risks from climate change, we are investing in fossil fuel reduction strategies, boosting our use of renewable energy, promoting forest and product carbon sequestration and investing in the growth of our diversified forest product portfolio.

15 LIFE ON LAND
Life on Land

At Mercer, our operations directly interact with and depend on healthy terrestrial ecosystems. We recognize our responsibility to protect, restore, and promote the sustainable use of forests and biodiversity in the forests we manage, while supporting responsible fiber sourcing. Mercer employs robust sustainable forest management practices, including ecosystem-based management to maintain forest resilience and biodiversity. Furthermore, our commitment to responsible fiber sourcing ensures that all wood we procure comes from responsible sources and we continue to promote third-party certification of our managed forests in an effort to increase certification.

17 PARTNERSHIPS FOR THE GOALS
Partnerships for the Goals

At Mercer, we view SDG 17 as the foundation that ties all of our sustainability initiatives together into a cohesive strategy. We recognize that true progress across water stewardship, climate action, and responsible production cannot be achieved in isolation. By collaborating with our value chain, industry peers, governments, local communities, and global organizations, we unite diverse expertise to support a sustainable future. Through these strategic partnerships, we share knowledge and amplify our collective impact—ensuring our collaborative efforts bridge the gap between corporate goals and a resilient global ecosystem.

Integrating the Ten Principles of the UN Global Compact



Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses.

Mercer has established a comprehensive global human rights due diligence system, designed to align with relevant laws and regulations. Our approach integrates the UN Global Compact's pillar on Human Rights (Principles 1 and 2), emphasizing our commitment to protecting and advancing human rights across our operations and supply chains.

We have a dedicated Human Rights Policy and a Supplier Code of Conduct, which apply to all our operations and mandate our suppliers to uphold international human rights and labor standards. Furthermore, we conduct comprehensive social and environmental risk assessments throughout our supply chain, utilizing both internal analyses and external third-party data to identify, prevent, and mitigate potential adverse impacts.

Labor

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labor;

Principle 5: the effective abolition of child labor; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

Mercer is committed to the principles of the Labor pillar, promoting freedom of association, collective bargaining, and the elimination of forced labor, child labor, and discrimination in the workplace.

Through policies like our Supplier Code of Conduct, Human Rights Policy, and Health and Safety Policy, we ensure these principles are upheld across our operations and supply chain.

Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

At Mercer, environmental stewardship is fundamental to our operations. We are deeply committed to the principles of the Environment pillar, actively applying a precautionary approach to environmental challenges. This means we proactively anticipate and address potential environmental impacts, rather than reacting after harm has occurred. Our commitment is demonstrated through concrete initiatives across all our facilities, from reducing our carbon footprint to enhancing resource efficiency.



Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.


Mercer is fully committed to the principles of the Anti-Corruption pillar, taking a strong stance against corruption in all its forms, including extortion and bribery. Upholding this commitment is our Anti-Corruption policy, designed to prevent unethical practices across our entire operations and throughout our supply chain.

We emphasize transparency and integrity through ongoing, mandatory training for employees, strict compliance measures, and the enforcement of our Supplier Code of Conduct. This comprehensive approach helps us mitigate risks and foster an ethical business environment.

SDG Index

SDG / UNGC Pillar	Relevant UN SDG targets	Relevant focus area	Mercer 2030 goals	Indicators monitored	Relevant SR sub-section	SDG-advancing policies, strategies, initiatives
 <p>6 CLEAN WATER AND SANITATION</p> <p>Human Rights</p> <p>Environment</p>	<p>6.3 By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally</p>	<p>Environmental Performance</p>	<p>10% reduction in water withdrawal intensity from a 2019 baseline</p>	<p>water withdrawal intensity (m³/ADMT)</p> <p>Other: total effluent discharge</p> <p>effluent quality parameters</p> <p>water consumption in areas of high water stress</p>	<p>Water Management (pages 46-49)</p>	<ul style="list-style-type: none"> • Continuous improvement initiatives • Environmental management systems • Environmental Policy • Forest Management Plans (FMPs) • Ongoing water risk monitoring • Operational efficiencies • Permit compliance • Water risk assessments
 <p>7 AFFORDABLE AND CLEAN ENERGY</p> <p>Human Rights</p> <p>Environment</p>	<p>7.2 By 2030, increase substantially the share of renewable energy in the global energy mix</p> <p>7.3 By 2030, double the global rate of improvement in energy efficiency</p>	<p>Circular Bioeconomy</p>	<p>90% of energy from renewable sources</p> <p>5% improvement in energy intensity from a 2024 baseline</p>	<p>% of total energy consumption from renewable resources</p> <p>energy intensity (MWh/ADMT)</p> <p>Other: renewable energy generation</p>	<p>Energy Management (pages 38-40)</p>	<ul style="list-style-type: none"> • Operational efficiencies • Policy engagement and advocacy • Technological innovations


SDG Index *continued*

SDG / UNGC Pillar	Relevant UN SDG targets	Relevant focus area	Mercer 2030 goals	Indicators monitored	Relevant SR sub-section	SDG-advancing policies, strategies, initiatives
 <p>Human Rights Labor</p>	<p>8.2 Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labor-intensive sectors</p>	<p>Sustainable Enterprise Circular Bioeconomy Social Responsibility</p>	<p>Balanced and resilient EBITDA and revenue growth through a diversified product portfolio</p>	<p>EBITDA margin stability and growth over time</p>	<p>Resource Management and the Circular Bioeconomy (pages 41-45)</p> <p>Health and Safety (pages 55-60)</p> <p>Employee Engagement & Well-being (pages 61-68)</p>	<ul style="list-style-type: none"> • 2025 Modern Slavery Report • Human Rights Policy • Health & Safety Policy • Policy Statement German Supply Chain Due Diligence Act • Supplier Code of Conduct • Community outreach initiatives • Competitive compensation • Employee support programs • Human rights due diligence system • Mutually beneficial partnerships • Operational efficiencies
	<p>8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services</p>		<p>5% improvement in chemical utilization rate from a 2024 baseline</p>	<p>% chemical utilization rate</p>	<p>Community Engagement (page 75-76)</p>	
	<p>8.8 Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment</p>		<p>5% improvement in fiber utilization rate from a 2024 baseline</p>	<p>% fiber utilization rate</p>	<p>Human Rights and Labor Practices (pages 69-71)</p>	
			<p>80% engagement survey response rate</p>	<p>employee survey response rate</p>		
			<p><1.7 total recordable incidents rate</p>	<p>total recordable incident rate (TRIR)</p> <p>Other:</p> <ul style="list-style-type: none"> # of employee fatalities # of contractor fatalities # of low risk supply chain partners 		


SDG Index *continued*

SDG / UNGC Pillar	Relevant UN SDG targets	Relevant focus area	Mercer 2030 goals	Indicators monitored	Relevant SR sub-section	SDG-advancing policies, strategies, initiatives
 Labor Environment	<p>9.4 By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities</p>	Sustainable Enterprise Circular Bioeconomy	<p>Be the preferred global supplier, delivering superior value proposition</p> <p>Balanced and resilient EBITDA</p> <p>Advance the substitution of fossil-based products with innovative biomaterials and low-carbon products through R&D and collaborative partnerships</p>	<p>% market share</p> <p>EBITDA margin stability and growth over time</p> <p># of collaborative partnerships and continuous development in R&D</p>	<p>Climate Action (page 28-37).</p> <p>Resource Management and the Circular Bioeconomy (pages 41-45).</p> <p>Product Stewardship (page 51-53).</p>	<ul style="list-style-type: none"> • Biomaterials innovation, R&D and collaborative partnerships • Carbon footprint analyses • Lifecycle assessments • Mercer Mass Timber (MMT) projects • Technological innovations

SDG Index *continued*

SDG / UNGC Pillar	Relevant UN SDG targets	Relevant focus area	Mercer 2030 goals	Indicators monitored	Relevant SR sub-section	SDG-advancing policies, strategies, initiatives
 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p> <p>Environment</p>	<p>12.2 By 2030, achieve the sustainable management and efficient use of natural resources</p> <p>12.4 By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment</p> <p>12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse</p>	<p>Circular Bioeconomy</p> <p>Social Responsibility</p>	<p>75% share of certified fiber, with 100% of fiber from responsible sources</p> <p>5% improvement in chemical utilization rate from a 2024 baseline</p> <p>5% improvement in fiber utilization rate from a 2024 baseline</p> <p>30% reduction in landfill waste intensity from a 2019 baseline</p>	<p>% share of certified and responsibly sourced fiber</p> <p>% chemical utilization rate</p> <p>% fiber utilization rate</p> <p>landfill waste intensity (kg/ADMT)</p>	<p>Sustainable Forestry and Biodiversity (page 21-27)</p> <p>Climate Action (page 28-37)</p> <p>Resource Management and the Circular Bioeconomy (page 41-47)</p> <p>Water Management (page 46-49)</p> <p>Air Quality (pages 50)</p> <p>Supply Chain Management (pages 72-74)</p>	<ul style="list-style-type: none"> • Supplier Code of Conduct • Sustainable Purchasing Policy • Wood & Fibre Procurement Policy • Sustainable forest management • Third-party forest certification • Circular bioeconomy design principles • Resource use and operational efficiencies • Stakeholder and rights holder engagement across the value chain

SDG Index *continued*

SDG / UNGC Pillar	Relevant UN SDG targets	Relevant focus area	Mercer 2030 goals	Indicators monitored	Relevant SR sub-section	SDG-advancing policies, strategies, initiatives
 Environment	13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries	Climate Change	50% reduction in scope 1 GHG emissions per tonne of pulp from a 2019 baseline	scope 1 GHG emissions intensity (tonnes CO ₂ e)	Climate Action (page 28-37)	Environmental Policy Manufacture of low-carbon forest product solutions Climate smart forestry
			35% reduction in absolute scope 2 GHG emissions from a 2024 baseline	scope 2 GHG emissions intensity (tonnes CO ₂ e)		Climate Transition Planning Climate Scenario Analysis
			35% reduction in absolute scope 3 GHG emissions from a 2024 baseline	scope 3 GHG emissions intensity (tonnes CO ₂ e)		Climate mitigation and adaptation Policy advocacy and engagement
			200% growth in stored carbon in mass timber from a 2024 baseline	stored carbon in mass timber (metric tonnes CO ₂ e)		Technological innovations
			Advance the substitution of fossil-based products with innovative biomaterials and low-carbon products through R&D and collaborative partnerships	# of collaborative partnerships and continuous development in R&D		

SDG Index *continued*

SDG / UNGC Pillar	Relevant UN SDG targets	Relevant focus area	Mercer 2030 goals	Indicators monitored	Relevant SR sub-section	SDG-advancing policies, strategies, initiatives
 <p>Environment</p>	<p>15.1 By 2020, ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and drylands, in line with obligations under international agreements</p> <p>15.2 By 2020, promote the implementation of sustainable management of all types of forests, halt deforestation, restore degraded forests and substantially increase afforestation and reforestation globally</p> <p>15.5 Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity and, by 2020, protect and prevent the extinction of threatened species</p> <p>15.8 By 2020, introduce measures to prevent the introduction and significantly reduce the impact of invasive alien species on land and water ecosystems and control or eradicate the priority species</p> <p>15.9 By 2020, integrate ecosystem and biodiversity values into national and local planning, development processes, poverty reduction strategies and accounts</p> <p>15.a Mobilize and significantly increase financial resources from all sources to conserve and sustainably use biodiversity and ecosystems</p>	<p>Sustainable Forestry</p>	<p>75% share of certified fiber, with 100% of fiber from responsible sources</p>	<p>% share of certified and responsibly sourced fiber</p>	<p>Sustainable Forestry & Biodiversity (pages 21-27).</p>	<p>Sustainable, biodiversity-focused forest management</p> <p>Natural capital assessments</p> <p>Stakeholder and rights holder engagement</p> <p>Climate smart forestry</p> <p>Collaborative research-based partnerships</p> <p>Third-party forest certification</p> <p>Sustainable fiber sourcing</p> <p>local conservation and restoration initiatives</p> <p>Compliance with EUDR</p> <p>Alignment with the Kunming-Montreal Global Biodiversity Framework</p> <p>Policy advocacy</p>