

MATIV HOLDINGS INC (GROUP)

Alpharetta - United States of America | Manufacture of plastics products

Company size: L | Assessment scope: Group

Overall score

↗ **60**/100

Percentile

67th



Scorecard

Publication date: 6 Mar 2025 Valid until: 6 Mar 2026

Overall score

Percentile

67th

↗ **60**/100



Environment

Impact on score ●●●○



Labor & Human Rights

Impact on score ●●●●



Ethics

Impact on score ●●○○



Sustainable Procurement

Impact on score ●●○○



Environment

Impact on score ●●●○

↗ **61**/100

Environment | Policies

Impact on score ●●●●

→ **50**/100

A policy is a set of objectives that addresses specific sustainability issues. It shows a company's intention to reduce impact, mitigate risk or improve performance.

Strengths

Environmental policy on energy consumption & GHGs

Environmental policy on air pollution

Standard policy on a majority of environmental issues

Environmental policy on water

Environmental policy on customer health & safety

Environmental policy on materials, chemicals & waste

Environmental policy on product end-of-life

Improvement areas

Low priority

No quantitative target on environmental issues

Environment | Endorsements

Impact on score ●○○○

→ **0**/100

Endorsements are your company's public adherence or commitment to meeting objectives and principles defined by a recognized third-party organization.

Improvement areas

Low priority

No conclusive information on endorsement of external initiatives or principles on environmental issues

Environment | Measures

Impact on score ●●●●

● ↗ 100/100

Measures are your company's actions to support your sustainability policies and commitments.

Strengths

Improvement of energy efficiency through technology or equipment upgrades
Energy and/or carbon audit
Actions to reduce or eliminate the use and release of Persistent Organic Pollutants
Use of eco-friendly or bio-based input materials
Internal sorting & disposal of waste according to waste streams
Actions or training to raise employee awareness on waste reduction & sorting
Purchase and/or generation of renewable energy
Actions for labeling, storing, handling and transporting hazardous substances
Training employees to safely handle and manage hazardous substances
Specialized treatment and safe disposal of hazardous substances
Environmental emergency measures in place
Reduction of internal wastes through material reuse, recovery or repurpose
Adoption of cooling systems with reduced or recycled water consumption
Training of employees on energy conservation/climate actions
Provision of Safety Data Sheets (SDS)
Formalized process in place to assess and document risks related to customer health and safety
Work processes or technologies implemented to mitigate odor
Water risk assessments performed
Water audit
Provision of information on proper disposal of product to promote circular material flow
Wastewater quality assessment
Use of alternative, less hazardous substances in operations
Reduction of hazardous substance generation or toxicity
Technologies or practices to recycle or reuse water
Design features for easy disassembling, remanufacturing, or recycling of products

Environment | Certifications

Impact on score ●●●○

● → 100/100

Certifications confirm your compliance with international standards (for example, ISO 14001). They must be issued by an external certification body.

Strengths

ISO 14001 certified

ISO 50001 certified

Improvement areas

Medium priority Environmental management system certification covers between 26% and 50% of the assessed scope

Environment | Coverage Multiplied factor

● 50/100

Coverage means the level of deployment of measures and certifications throughout your company. It's a multiplying factor. The higher it is, the higher score will be given to the Measures and Certifications indicators.

Improvement areas

Medium priority Supporting documents show a medium level of coverage of environmental actions or certification throughout company operations

Environment | Reporting Impact on score ●●●○

● → 50/100

Reporting is based on quantitative KPIs that measure your implementation of sustainability practices.

Strengths

Declares some sites/operations located in or near biodiversity-sensitive areas, but the activities do not negatively affect those areas (not verified)

Company reports to CDP

Standard reporting on environmental issues

Reporting on total water consumption

Reporting on total weight of waste recovered

External assurance or verification of sustainability reporting

Reporting on total gross Scope 3 GHG emissions

Total gross Scope 3 GHG emissions reporting value confirmed in supporting documentation

Reporting on total gross Scope 1 GHG emissions

Reporting on total gross Scope 2 GHG emissions (market or location based)

Reporting in accordance with SASB

Reporting on total gross Scope 3 downstream GHG emissions

Reporting on total amount of renewable energy consumed

Reporting on total energy consumption

Total gross Scope 3 downstream GHG emissions value confirmed in supporting documentation

Total gross Scope 2 reporting value confirmed in supporting documentation

Total gross Scope 1 reporting value confirmed in supporting documentation

Reporting on recycled input materials

Improvement areas

- Low priority No information on reporting on total weight of hazardous waste
- Low priority Declares reporting on total weight of non-hazardous waste, but no supporting documentation available
- Low priority No information on reporting on total weight of air pollutants
- Low priority No information on reporting on total amount of water recycled and reused

Environment | 360° Watch

Impact on score ●●●●

→ 75/100

The 360° Watch Findings indicator is scored based on the data we gather by scanning thousands of sources in the public domain. This allows us to get a broader overview of your company's sustainability management.

Improvement areas

- Medium priority External sustainability audit from a site of Group: presence of non-compliance on management system
- Medium priority External sustainability audit from a site of Group: presence of major or/and critical non-compliance on environment

News that impacted your score (4)

News stories about your company we found in public databases.

<p>Observation and exclusion of companies by Norges Bank www.nbim.no 03 Oct 2023</p> <p>Norges Bank decides on the exclusion of companies from the fund's investment universe, or to place companies on an observation list. Mativ Holdings Inc has been on the exclusion list for the production of tobacco since May 2013.</p>	<p>360° Watch</p> <p>Impact on Score</p> <p>Neutral</p> <hr/> <p>Severity</p> <p>Neutral</p> <p>valid from 3 Oct 2023 to 3 Oct 2028</p>
<p>Algebris Investments Exclusion List of Companies 2023 media.algebris.com 01 May 2023</p> <p>Mativ Holdings Inc is on the exclusion list of Algebris Investments for the production of tobacco.</p>	<p>360° Watch</p> <p>Impact on Score</p> <p>Neutral</p> <hr/> <p>Severity</p> <p>Neutral</p> <p>valid from 1 May 2023 to 1 May 2028</p>
<p>Les industriels sont-ils capables d'atteindre la neutralité carbone en 2050 ? actu.fr 17 Jan 2023</p> <p>L'industrie est un des secteurs les plus polluants, responsable de 20 % des émissions de gaz à effet de serre (GES) en France. Une des entreprises les plus émettrices de Bretagne est située à Quimperlé (Finistère). Les Papeteries de Mauduit font partie de la multinationale américaine Mativ. Selon la direction, l'usine de fabrication de papier, notamment pour la cigarette, rejette chaque année 30 000 tonnes de CO2.</p>	<p>360° Watch</p> <p>Impact on Score</p> <p>Neutral</p> <hr/> <p>Severity</p> <p>Neutral</p> <p>valid from 17 Jan 2023 to 17 Jan 2028</p> <p></p>

No records found for this company on Compliance Database

31 Jan 2025

360° Watch

Impact on Score

Neutral

Severity

N/A

valid from 31 Jan 2025 to 31 Jan 2030

Labor & Human Rights

Impact on score ●●●●

● ↗ 59/100

Labor & Human Rights | Policies

Impact on score ●●●●

● → 50/100

A policy is a set of objectives that addresses specific sustainability issues. It shows a company's intention to reduce impact, mitigate risk or improve performance.

Strengths

Labor & human rights policy on social dialogue

Labor & human rights policy on working conditions

Labor & human rights policy on employee health & safety

Labor & human rights policy on child labor, forced labor & human trafficking

Standard policy on a majority of labor or human rights issues

Labor & human rights policy on career management & training

Labor & human rights policy on diversity, equity & inclusion

Improvement areas

Low priority No quantitative target on labor and human rights issues

Low priority Declares that no commitment or review has been conducted regarding payment of living wage

Labor & Human Rights | Endorsements

Impact on score ●○○○

● → 0/100

Endorsements are your company's public adherence or commitment to meeting objectives and principles defined by a recognized third-party organization.

Improvement areas

Low priority No conclusive information on endorsement of external initiatives or principles on labor and human rights issues

Labor & Human Rights | Measures

Impact on score ●●●●

● → 75/100

Measures are your company's actions to support your sustainability policies and commitments.

Strengths

Grievance mechanism on discrimination and/or harassment issues
Actions to prevent discrimination during recruitment phase
Employee health and safety emergency action plan
Actions to address stress and psychological wellbeing in the workplace
Actions to prevent noise exposure
Equipment safety inspections or audits
Employee health & safety risk assessment
Training of employees on health and safety risks and best working practices
Health care coverage of employees in place
Family Friendly programs (FFPs) implemented (e.g. parental or care leaves, childcare services or allowances)
Age verification of candidates before hiring
Grievance mechanism on child labor, forced labor and/or human trafficking issues
Preventive actions for repetitive strain injury (RSI)
Actions to control hazardous substance exposure
Collective bargaining agreement on working hours, overtime, or leaves
Collective bargaining agreement on diversity, discrimination and/or harassment
Collective bargaining agreement on career management & training
Employee representatives or employee representative body (e.g. works council)
Awareness training regarding diversity, discrimination, and/or harassment
Two-way communication system in place to facilitate employee voice regarding working conditions
Awareness training on child labor, forced labor and human trafficking
Skills development program tailored to employee needs
Collective bargaining agreement on employees' health & safety
Complaints procedure in place for employees to report on occupational health and safety issues
Regular assessment of individual performance
Individual development and career plan for all employees
Actions to promote internal mobility
Actions in place to ensure health and safety of non-employee workers and other contracted workers on premises

Improvement areas

Low priority The company declares its main operation(s) is located in a region where the right to freedom of association is restricted by local law/regulation

Labor & Human Rights | Certifications Impact on score ●●●○

● ↗ 100/100

Certifications confirm your compliance with international standards (for example, ISO 14001). They must be issued by an external certification body.

Strengths

FSC chain-of-custody certified

ISO 45001 certified

Improvement areas

Medium priority Labor and human rights management system certification covers between 26% and 50% of the assessed scope

Labor & Human Rights | Coverage Multiplying factor

● 75/100

Coverage means the level of deployment of measures and certifications throughout your company. It's a multiplying factor. The higher it is, the higher score will be given to the Measures and Certifications indicators.

Strengths

Supporting documents show a high level of coverage of labor and human rights actions or certification throughout company operations

Labor & Human Rights | Reporting Impact on score ●●●○

● ↗ 50/100

Reporting is based on quantitative KPIs that measure your implementation of sustainability practices.

Strengths

Reporting on the percentage of women employed in relation to the whole organization

External assurance or verification of sustainability reporting

Reporting on ratio of the annual total compensation of the highest paid individual, to the median annual total compensation for all employees

Reporting on number of average training hours per employee

Reporting on percentage of employees from minority and/or vulnerable groups at top management level

Reporting in accordance with SASB

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 number of days lost to work-related injuries, fatalities and ill health

Reporting on number of recordable work-related accidents

Reporting on the percentage of women at top management level

Standard reporting on labor and human rights issues

Labor & Human Rights | 360° Watch Impact on score ●●●●

● ↗ 50/100

The 360° Watch Findings indicator is scored based on the data we gather by scanning thousands of sources in the public domain. This allows us to get a broader overview of your company's sustainability management.

Improvement areas

Medium priority

External sustainability audit from a site of Group: presence of major or/and critical non-compliances on employee health & safety

Medium priority

External sustainability audit from a site of Group: presence of non-compliance on management system

Medium priority

External sustainability audit from a site of Group: presence of major or/and critical non-compliance on working conditions

Medium priority

The 360° Watch has identified at least one significant controversy, fine or penalty regarding labor and human rights issues in the last five years (see news with red downward arrow in the 360° Watch section).

Medium priority

The 360° Watch has identified at least one significant adverse report regarding employee health & safety.

News that impacted your score (5)

News stories about your company we found in public databases.

An employee died at a Whiting paper mill in May. OSHA proposed a fine of more than \$55K.

www.stevenspointjournal.com | 09 Nov 2023

Joshua Vyse, 40, was fatally injured May 14 while working at Mativ's Whiting mill. The owner of a Whiting paper mill faces a fine of more than \$55,000 from federal inspectors after the employee's arm got stuck in a machine and he died earlier this year. Mativ also recently agreed to pay nearly \$9,500 to the U.S. Department of Labor's Occupational Safety and Health Administration in another case where an employee was injured at the mill in March.

360° Watch

Impact on Score

Negative ↘

Severity

Minor ● ● ●

valid from 1 May 2023 to 1 Jun 2028



Observation and exclusion of companies by Norges Bank

www.nbim.no | 03 Oct 2023

Norges Bank decides on the exclusion of companies from the fund's investment universe, or to place companies on an observation list. Mativ Holdings Inc has been on the exclusion list for the production of tobacco since May 2013.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from 3 Oct 2023 to 3 Oct 2028

Algebris Investments Exclusion List of Companies 2023

media.algebris.com | 01 May 2023

Mativ Holdings Inc is on the exclusion list of Algebris Investments for the production of tobacco.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from 1 May 2023 to 1 May 2028

Without a contract for almost a year, union workers in Lowville send message to corporate executives

www.wwnytv.com | 29 Sep 2022

As company executives traveled to Lowville Wednesday, union workers at the former Neenah paper plant used it as an opportunity to tell new management, they want a fair contract. Representatives with the United Steel Workers Union said 90 people at the Lowville Mativ plant haven't had a contract since November of last year. Mativ is a result of a merger between Schweitzer-Mauduit International and Neenah, Incorporated. It was finalized in July.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from 29 Sept 2022 to 29 Sept 2027



No records found for this company on Compliance Database

31 Jan 2025

360° Watch

Impact on Score

Neutral

Severity

N/A

valid from 31 Jan 2025 to 31 Jan 2030

Ethics Impact on score ●●○○

● ↗ **57**/₁₀₀

Ethics | Policies Impact on score ●●●●

● → **100**/₁₀₀

A policy is a set of objectives that addresses specific sustainability issues. It shows a company's intention to reduce impact, mitigate risk or improve performance.

Strengths

Exceptional policy on ethics issues
Policies on corruption
Policy on fraud
Disciplinary sanctions to deal with policy violations
Employee signature acknowledgement of ethics policies
Policy on information security
Policy on money laundering
Policy on conflict of interest
Dedicated responsibility for ethics issues

Ethics | Endorsements Impact on score ●○○○

● → **0**/₁₀₀

Endorsements are your company's public adherence or commitment to meeting objectives and principles defined by a recognized third-party organization.

Improvement areas

Low priority No conclusive information on endorsement of external initiatives or principles on ethics issues

Ethics | Measures Impact on score ●●●●

● → **75**/₁₀₀

Measures are your company's actions to support your sustainability policies and commitments.

Strengths

Specific approval procedure for sensitive transactions (e.g. gifts, travel)

Information security risk assessments performed

Whistleblower procedure for stakeholders to report information security concerns

Awareness training to prevent information security breaches

Information security due diligence program on third parties in place

Whistleblower procedure for stakeholders to report corruption and bribery

Measures for gaining stakeholder consent regarding the processing, sharing and retention of confidential information

Awareness training performed to prevent corruption

Audits of control procedures to prevent corruption

Audits of control procedures to prevent information security breaches

Incident response procedure (IRP) to manage breaches of confidential information

Measures to protect third party data from unauthorized access or disclosure

Improvement areas

High priority No conclusive documentation regarding corruption risk assessments

Low priority No conclusive documentation regarding an anti-corruption due diligence program on third parties

Ethics | Certifications

Impact on score ●●●○

● → 50/100

Certifications confirm your compliance with international standards (for example, ISO 14001). They must be issued by an external certification body.

Strengths

External sustainability audit from a site of Group: no non-compliance found on ethics

Ethics | Coverage

Multiplying factor

● 50/100

Coverage means the level of deployment of measures and certifications throughout your company. It's a multiplying factor. The higher it is, the higher score will be given to the Measures and Certifications indicators.

Improvement areas

Medium priority Supporting documents show a medium level of coverage of ethics actions or certification throughout company operations

Ethics | Reporting

Impact on score ●●●○

● → 25/100

Reporting is based on quantitative KPIs that measure your implementation of sustainability practices.

Strengths

External assurance or verification of sustainability reporting

Reporting in accordance with SASB

Improvement areas

High priority Insufficient reporting on ethics issues

Ethics | 360° Watch

Impact on score ●●●●

● → 50/100

The 360° Watch Findings indicator is scored based on the data we gather by scanning thousands of sources in the public domain. This allows us to get a broader overview of your company's sustainability management.

Improvement areas

Medium priority External sustainability audit from a site of Group: presence of non-compliance on management system

Medium priority The 360° Watch has identified at least one significant controversy, fine or penalty regarding ethics issues in the last ten years (see news with red downward arrow in the 360° Watch section).

Medium priority The 360° Watch has identified at least one significant adverse report regarding responsible information management.

News that impacted your score (4)

News stories about your company we found in public databases.

Mativ Holdings, Inc. Confirms Recent Data breach Affected Employee Information

www.jdsupra.com | 10 Oct 2022

On October 3, 2022, Mativ Holdings, Inc. filed an official notice of a data breach with the Massachusetts Attorney General's office after the company experienced a cyberattack that compromised sensitive employee information contained on its computer network. According to Mativ, the breach resulted in the names, dates of birth, medical information, financial account numbers, and Social Security numbers of certain employee's being leaked. Mativ also sent out data breach letters to those who were impacted by the event, informing them of the incident and what they can do to protect themselves

360° Watch

Impact on Score

Negative ↘

Severity

Minor ●●●

valid from 1 Jul 2022 to 1 Aug 2032



Observation and exclusion of companies by Norges Bank

www.nbim.no | 03 Oct 2023

Norges Bank decides on the exclusion of companies from the fund's investment universe, or to place companies on an observation list. Mativ Holdings Inc has been on the exclusion list for the production of tobacco since May 2013.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from 3 Oct 2023 to 3 Oct 2028

Algebris Investments Exclusion List of Companies 2023

media.algebris.com | 01 May 2023

Mativ Holdings Inc is on the exclusion list of Algebris Investments for the production of tobacco.

360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from 1 May 2023 to 1 May 2028

No records found for this company on Compliance Database

31 Jan 2025

360° Watch

Impact on Score

Neutral

Severity

N/A

valid from 31 Jan 2025 to 31 Jan 2030

Sustainable Procurement

Impact on score ●●○○

● ↘ **62**/₁₀₀

Sustainable Procurement | Policies

Impact on score ●●●●

● → **75**/₁₀₀

A policy is a set of objectives that addresses specific sustainability issues. It shows a company's intention to reduce impact, mitigate risk or improve performance.

Strengths

Comprehensive sustainable procurement policies on both social and environmental factors

Sustainable Procurement | Endorsements

Impact on score ●○○○

● → **0**/₁₀₀

Endorsements are your company's public adherence or commitment to meeting objectives and principles defined by a recognized third-party organization.

Strengths and improvement areas

No recommendations yet

Sustainable Procurement | Measures

Impact on score ●●●●

● ↘ **75**/₁₀₀

Measures are your company's actions to support your sustainability policies and commitments.

Strengths

Actions to advance diversity, equity and inclusion in the workforce of suppliers

Integration of social and environmental clauses into supplier contracts

Supplier assessment on environmental and social practices

Training of buyers on social and environmental issues within the supply chain

Global supplier diversity program in place

Supplier sustainability code of conduct in place

Improvement areas

Medium priority

No conclusive documentation on risk assessment of adverse sustainability impacts in the supply chain

Medium priority

No conclusive documentation on on-site audits of suppliers on environmental and social issues

Low priority

Declares conducting a formal assessment of suppliers' progress with regards to REACH requirements, but no supporting documentation available

Low priority

No conclusive documentation on capacity building of suppliers on risks of sustainability adverse impacts

Low priority

No conclusive documentation on incentive programs for suppliers based on their environmental and social performances

Low priority

No conclusive documentation on sustainable procurement objectives integrated into buyer performance reviews

Sustainable Procurement | Certifications Impact on score ●●●○

● → 75/100

Certifications confirm your compliance with international standards (for example, ISO 14001). They must be issued by an external certification body.

Strengths

FSC chain-of-custody certified

PEFC chain-of-custody certified

Sustainable Procurement | Coverage Multiplying factor

● 50/100

Coverage means the level of deployment of measures and certifications throughout your company. It's a multiplying factor. The higher it is, the higher score will be given to the Measures and Certifications indicators.

Improvement areas

Medium priority

Supporting documents show a medium level of coverage of sustainable procurement actions throughout company operations or supplier base

Sustainable Procurement | Reporting Impact on score ●●●○

● → 50/100

Reporting is based on quantitative KPIs that measure your implementation of sustainability practices.

Strengths

Standard reporting on sustainable procurement issues

Declares using no tin, tantalum, tungsten, gold, and/or their derivatives (Not verified)

Reporting on total gross Scope 3 upstream GHG emissions

External assurance or verification of sustainability reporting

Total gross Scope 3 upstream GHG emissions value confirmed in supporting documentation

Reporting in accordance with SASB

Sustainable Procurement | 360° Watch Impact on score ●●●●

● → 75/100

The 360° Watch Findings indicator is scored based on the data we gather by scanning thousands of sources in the public domain. This allows us to get a broader overview of your company's sustainability management.

Improvement areas

Medium priority

External sustainability audit from a site of Group: presence of non-compliance on management system

News that impacted your score (3)

News stories about your company we found in public databases.

Observation and exclusion of companies by Norges Bank

www.nbim.no | 03 Oct 2023

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360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from 3 Oct 2023 to 3 Oct 2028

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360° Watch

Impact on Score

Neutral

Severity

Neutral

valid from 1 May 2023 to 1 May 2028

No records found for this company on Compliance Database

31 Jan 2025

360° Watch

Impact on Score

Neutral

Severity

N/A

valid from 31 Jan 2025 to 31 Jan 2030

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