Our Company

Our vision is to be among the most successful, sustainable and responsible companies in the world.

WHO WE ARE
We are one of the world’s leading producers of renewable, fiber-based packaging, pulp and paper.

WHAT WE DO
Our mission is to improve people’s lives, the planet and our company’s performance by transforming renewable resources into products people depend on every day.

HOW WE DO IT
We do the right things, in the right ways, for the right reasons, all of the time — this is The IP Way. Together, The IP Way and our core values of safety, ethics and stewardship serve as our guideposts as we carry out our mission.

CORE VALUES

Safety
Above all, we care about people. We look out for each other to ensure everyone returns home safely.

Ethics
We act honestly and operate with integrity and respect. We promote a culture of openness and accountability.

Stewardship
We are responsible stewards of people and communities, natural resources and capital. We strive to leave everything in better shape for future generations.

$22 Billion
total revenue in 2019

More than
50,000
global employees

More than
$24 Million
invested to address critical needs in the communities where we live and work in 2019

25,000
customers in 150 countries

Every International Paper job supports 3.25 jobs in industries and local communities
Letter from our Chairman and CEO

2019 was important in the world of sustainability, with a growing number of companies stepping up their efforts to address the world’s most pressing environmental challenges and increased investor focus on environmental, social and governance (ESG) performance.

As a member of the Business Roundtable and one of the 181 signatories of the new Statement on the Purpose of a Corporation, I believe that International Paper has a responsibility to generate long-term value while protecting the planet and improving people’s lives.

Our strategic framework, The IP Way Forward, ensures our business strategy delivers sustainable outcomes. As I look to the future, I am confident that International Paper will play a leading role in building a better future for all our stakeholders – employees, customers, suppliers, communities, governments, non-governmental organizations, and shareholders.

Our Vision 2020 goals conclude in December of this year, and we are on track to meet or exceed nearly all of them. This made 2019 a pivotal year for us, as we finalized our next generation of goals and focused our attention on outlining a sustainable path to 2030. The process of benchmarking, assessing materiality among our internal and external stakeholders, identifying global trends and interviewing subject matter experts began in 2018. It was important to us that our goals were focused, ambitious and moved the needle on both environmental and social challenges. We aimed for goals that establish us as an industry leader in sustainability and push us to drive significant progress in the circular economy.

Aligned with our company’s strategic framework, our Vision 2030 goals demonstrate our commitment to building a better future for people, the planet and our company. Our four goals are:

- Healthy and Abundant Forests
- Thriving People and Communities
- Sustainable Operations
- Renewable Solutions
“I believe that companies like International Paper have a responsibility to generate long-term value while protecting the planet and improving people’s lives.”

As a global leader in the forest products industry, International Paper is uniquely positioned to drive significant progress in the circular economy, and these goals strengthen our efforts to provide our customers with more sustainable products. We will share progress on these new goals in our 2021 report.

As I write this letter, the world is battling the COVID-19 pandemic. The role of International Paper has become abundantly clear as we joined forces with our customers, nonprofit partners and communities to respond to the pandemic. The tragic deaths of George Floyd and many other people of color have also deeply affected us and urged us to reflect, listen and take action. Like you, I am attempting to process the tragedy, and I grieve for the families that have been impacted. These are just two examples of the global challenges we all face, including climate change, clean water, poverty, education and decent work and economic growth. We support the United Nations’ Sustainable Development Goals (SDGs), which are driving cross-sector collaboration to achieve a more sustainable and equitable future for everyone around the world. Our global citizenship strategy and our Vision 2030 goals will help drive meaningful action on 12 of the SDGs.

Customers, investors and employees depend on us to be leaders in environmental stewardship and to strengthen our people and communities. Underscoring our commitment to progress, we named our first chief sustainability officer in early 2020. Sophie Beckham has been a sustainability leader at International Paper since 2013. She has been instrumental in refining our company’s sustainability strategy and developing our Vision 2030 goals. Her appointment is the next step in our continuing progress.

As you review our 2019 Global Citizenship Report, you will see that our approach to sustainability considers our entire value chain, from sourcing raw materials responsibly to providing a market for recovered products, and from the safety of our employees to addressing critical needs in the communities where we live and operate. We engage each of our stakeholder groups on priority issues and map these to our value chain, which you can read about in Our Sustainability Strategy.

Our company is on a path to achieving our Vision – to be among the most successful, sustainable and responsible companies in the world.

Mark S. Sutton
Chairman of the Board and Chief Executive Officer, International Paper
Vision 2020 Goals

We measure and report on 12 voluntary goals with a 2010 baseline, aimed at improving our impact on people and the planet. We’re on pace to achieve or exceed most of these goals by the end of 2020, but we recognize that there is still work to do. The next generation of our company’s goals, Vision 2030, reflect our commitment to be a more sustainable corporation—one that generates profits for its shareowners while protecting the planet and improving people’s lives.

**Sustaining Forests**

**FIBER CERTIFICATION**
Goal: Increase third-party certified fiber by 35%
2019 Progress:
47% increase in certified fiber volume

**RECYCLING**
Goal: Increase recovery of old corrugated containers (OCC) by 15% by exploring new sources and diverting usable fiber from landfills
2019 Progress:
63% increase in recovery of OCC

**Investing in People**

**SAFETY**
Goal: Injury-free workplace
2019 Progress:
65% reduction in serious safety incidents

**COMMUNITY ENGAGEMENT**
Goal: Measure and report on our charitable support for hunger, education, health and wellness and disaster relief in our communities
2019 Progress:
more than $134 million donated to charitable organizations since 2010, including more than $24 million in 2019

**Improving Our Planet**

**ENERGY EFFICIENCY**
Goal: Improve efficiency in purchased energy use by 15%
2019 Progress:
5% improvement in purchased energy efficiency

**WATER STEWARDSHIP**
Goal: Integrate water management into regular facility assessment and proactively engage with stakeholders in communities to address water-related issues within the watershed
2019 Progress: Updated water risk framework and continued annual facility assessments; 70% of mills engaging local stakeholders on water

**SUPPLY CHAIN**
Goal: Establish processes promoting transparency, managing risk by monitoring and identifying opportunities to collaborate with suppliers
2019 Progress: Evolved Supplier Code of Conduct to Third Party Code of Conduct to include all third parties across supply chain and expanded risk monitoring processes

**FIBER EFFICIENCY**
Goal: Reduce fiber lost in the manufacturing process to less than 0.75%
2019 Progress:
0.63% fiber loss from reporting mills in 2019

**GHG EMISSIONS**
Goal: Reduce greenhouse gas (GHG) emissions (direct and indirect) by 20%
2019 Progress:
22% reduction in GHG emissions

**AIR EMISSIONS**
Goal (restated in 2016): Reduce air emissions (PM, SO2, NOx) by 30%
2019 Progress:
49% reduction in air emissions

**WATER QUALITY**
Goal: Reduce mill water discharges of oxygen-depleting substances to receiving streams by 15%
2019 Progress:
28% decrease in oxygen-depleting substances

**SOLID WASTE**
Goal: Reduce manufacturing waste to landfills by 30% and ultimately to zero.
2019 Progress:
19% reduction in manufacturing waste to landfills

To learn more about our Vision 2020 Goals, please visit: InternationalPaper.com/Vision-2020
Sustainability Throughout Our Value Chain

Our approach to sustainability considers our entire value chain, from sourcing raw materials responsibly and working safely, to making renewable, recyclable products and providing a market for recovered products. We map priority material issues to our value chain, which helps us identify and address key impacts where they occur.

63% INCREASE in recovered old corrugated containers (OCC) from 2010 to 2019

ONE OF THE TOP USERS of recovered fiber in the world (RISI Mill Asset Data)

More than 7 MILLION TONS OF FIBER recovered, processed and reused annually

92% OF CORRUGATED packaging and 66% OF PAPER products recycled in the United States (AF&PA)

Driving the CIRCULAR ECONOMY with RENEWABLE, REUSABLE and RECYCLABLE products that people depend on every day

Corrugated boxes are renewable and recyclable, making E-COMMERCE MORE SUSTAINABLE

PAPER is a sustainable way to communicate and educate: 161,000 BOOKS DONATED in 2019 through our partnership with Reading is Fundamental

Our PULP is used in FEMININE HYGIENE products, enabling girls to attend school without interruption

62 U.S. BOX PLANTS have FSC®, SFI and PEFC™ chain of custody certification

47% INCREASE in third party certified fiber used in our manufacturing over a 2010 baseline

FORESTVIEW™ guides our responsible sourcing on non-certified land

FORESTS

REYCLING

SUPPLY CHAIN

RENEWABLE PRODUCTS

MANUFACTURING

Sustainable forestry is an important low-cost natural lever for CARBON STORAGE (The Nature Conservancy)

90% of global contracted spend covered by Third Party Code of Conduct

$16 billion total global spend with more than 100,000 suppliers

PROUD TO BE AN EPA SMARTWAY SHIPPER. 45% reduction in CO₂ emissions per ton-mile over the past 5 years with SmartWay Shippers (EPA Smartway)

NEARLY 75% OF MILL ENERGY is generated from renewable biomass residuals

WATER USED UP TO 10 TIMES before returning more than 90% back to the environment

22% REDUCTION in greenhouse gas emissions from 2010 to 2019

49% REDUCTION in air emissions from 2010 to 2019

91% of employees believe SAFETY IS A CORE VALUE

All statistics and facts are based on 2019 data
VISION 2030 BUILDING A BETTER FUTURE FOR PEOPLE, THE PLANET AND OUR COMPANY

Vision 2030 is our next generation of company goals. This commitment will accelerate our progress toward achieving our vision of being among the most successful, sustainable and responsible companies in the world. In December of 2020, we will conclude progress on our Vision 2020 goals and we will begin to track our progress on Vision 2030.

GOALS:

HEALTHY & ABUNDANT FORESTS
Lead forest stewardship efforts globally

TARGETS:
Source 100% of our fiber from sustainably managed forests or recovered fiber while safeguarding forests, watersheds and biodiversity
Conserve and restore 1 MILLION acres (400,000 hectares) of ecologically significant forestland

SUSTAINABLE OPERATIONS
Improve our climate impact and advance water stewardship

TARGETS:
Reduce our Scope 1, 2 & 3 greenhouse gas emissions by 35% aligned with the best-available climate science
Reduce our water use by 25% and implement context-based water management plans at all mills

THRIVING PEOPLE & COMMUNITIES
Promote employee well-being by providing safe, caring and inclusive workplaces and strengthen the resilience of our communities

TARGETS:
Achieve ZERO injuries for employees and contractors
Achieve 30% overall representation of women and 50% women in salaried positions. Implement regional diversity plans, including 25% minority representation in U.S. salaried positions
Improve the lives of 100 million people in our communities

RENEWABLE SOLUTIONS
Accelerate the transition to a low-carbon economy through innovative fiber-based products

TARGET:
Advance circular solutions throughout our value chain and create innovative products that are reusable, recyclable or compostable

To learn more visit: InternationalPaper.com/vision2030
Sustaining Forests

A source of livelihood for millions, forests store carbon, purify drinking water and provide habitat for wildlife. They also enable us to make products people depend on every day. At International Paper, our entire business depends upon the sustainability of forests. We will continue to lead the world in responsible forest stewardship to promote healthy ecosystems for generations to come.

2019 Highlights

UNITED STATES

Strengthening Community Resilience

Through the Arbor Day Foundation’s Community Tree Recovery Program, we planted 48,000 trees in communities affected by natural disaster throughout 2019, strengthening the resilience of these communities while generating energy savings and reducing CO₂.

Protecting and Enhancing Ecologically Important Forestland

Launched in 2013, our Forestland Stewards partnership with the National Fish and Wildlife Foundation has resulted in:

- 525,000 acres of forest ecosystems planted or enhanced
- More than 470 miles of stream habitat improved
- 16,000 private landowners engaged in implementing forest stewardship practices

Innovating for Forests

ForestView™, our innovative mapping and due diligence system, guides our responsible fiber procurement on non-certified forestland, ensuring our procurement activities maintain or enhance the environmental values of those forests.

BRAZIL

Science-Based Targets for Forests

We joined forces with the World Wildlife Fund (WWF) in 2018 in the creation of the first ever science-based targets (SBT) for forests, which will identify what quantity and quality of forestland is needed for the planet, people, animals and plants to thrive. In 2019, we completed an analysis of tipping points in eight different forest regions, and researched metrics and allocation methods to support SBT development for the corporate sector. These research products have been shared directly with the Science-Based Targets Network in support of target development for nature, beyond forests.

Laying Down Roots

Our “Raízes do Mogi Guaçu” (“Mogi Guaçu Roots”) collaboration with WWF is working to restore 100 hectares of the Mogi Guaçu river basin in the Atlantic Forest of Brazil, one of the most ecologically important forests in the world. In December of 2019, more than 1,000 seedlings were planted, including Brazilian pines, cedars, silk floss trees and others.

Supportive Beekeeping

IP Brazil’s collaboration with Associação ABELHA, which contributed to the mapping and geo-referencing of apiaries in company-owned forests, saw the production of more than 275 tons of honey and trained beekeepers on responsible management practices.

“International Paper’s investment in creating targets will provide the framework for what needs to be done on the ground, so that forests stay well below their ecological tipping points. Helping to restore the Atlantic Forest is a perfect example of the kind of actions that are needed.”

—Kerry Cesareo, senior vice president for forests, World Wildlife Fund
FRANCE
Advancing Certification
Since 2012, our wood sourcing business in France has helped more than 850 landowners implement sustainable forestry management practices.
• 532,000 metric tons of Forest Stewardship Council® wood supplied to our Saillat mill since 2012
• Launched IP Forêt Services, providing environmental services solutions to forest owners in France

POLAND
Advocating Sustainability
We participate on the State Forest Advisory Committee to advise Poland’s government on forest sustainability issues and to help ensure native forests are managed sustainably.

Nurturing a Love of Forests
Since 2015, Kwidzyn mill employees have hosted Eco-School programs for local primary school children. The initiative provides education on forest ecology, sustainable forest management, paper production and recycling.

RUSSIA
Sustainability Lab with Moscow School of Management SKOLKOVO
Extended through 2022, this weeklong training program allows participants from government, the private sector and environmental organizations to learn about new global approaches to sustainable forest management, with the goal of innovating to address the opportunities and challenges of doing business in Russia’s forestry sector.

Sourcing Responsibly
IP Russia’s Forest Stewardship Council® certified wood supply increased from 47% in 2018 to 71% in 2019.

INDONESIA AND GABON
Forests as a Climate Solution
We collaborated with The Nature Conservancy on Reduced Impact Logging for Climate Mitigation, which has the potential to reduce the carbon emissions from logging in tropical forests by half. The innovative approach will help Gabon reach its emissions reductions commitments to the Paris Agreement, and it could unlock $150M of funding from the Government of Norway for rigorously demonstrated climate action.
Sustainable Supply Chain

An efficient and responsible supply chain is key to obtaining quality raw materials and services that support our operations and ensure we meet our customers’ needs. We establish and enforce guidelines to ensure our suppliers operate ethically and responsibly throughout our supply chain. We expect our business partners to share our values.

2019 Highlights

THROUGHOUT OUR GLOBAL SUPPLY CHAIN, WE PROMOTE:

- Safe and healthy working conditions
- High ethical standards
- Protection of human rights and dignity
- Responsible use of natural resources
- Compliance with all applicable laws

Registered SmartWay® Shipper

SmartWay is a U.S. Environmental Protection Agency (EPA) program that helps improve freight transportation efficiency.

- 97% of our total ton-miles* in North America are SmartWay carriers
- 45% reduction in CO$_2$ emissions per ton-mile* over the past five years among SmartWay carriers

Strategic Supplier Improvements

We monitor supply chain risk through annual sustainability surveys that cover all aspects of our Third Party Code of Conduct: ethics, safety, labor and environmental compliance. Our buyers provide feedback from surveys and audits to help our suppliers create action plans for continuous improvement.

46% of strategic suppliers surveyed improved their scores from 2018 to 2019

* Transportation metric representing one ton of product transported one mile
Focus on Supplier Diversity

Our commitment to diversity extends to our supplier relationships, as evidenced by our U.S. supplier diversity program. A diverse supplier base enables us to contribute to the economic well-being of the communities where we live and work.

We partner with diverse firms that can provide value to our business and throughout our value chain. We actively seek to expand and advance our current pool of diverse suppliers through education and mentoring. A primary focus of our program is supporting capacity-building for diverse businesses. We aim to create prosperity through empowerment.

More than 600 diverse suppliers in our current supplier diversity program

10% increase in our spend with diverse-owned businesses from 2018 to 2019

Supplier Diversity Effort Generates Emissions Reduction

Our efforts to foster supplier diversity extend across our supply chain, and we encourage our suppliers to partner with us in those efforts. In 2019, one of our Memphis, Tenn.-based chemical buyers introduced a new diverse supplier who brought about emissions reduction.

613 mile reduction per delivery

= appx. 332,000 miles per year

= 149 metric tons of CO₂ decrease annually

Equivalent to the annual electricity use of 24 homes
Manufacturing Responsibly

We recognize the impact of our manufacturing on the environment. We tackle the toughest issues in our value chain, improve our environmental footprint and promote the long-term sustainability of natural capital. We do this by reducing our energy usage, greenhouse gas emissions, air emissions and waste generated, as well as by being responsible stewards of the water we use and return to the environment.

2019 Highlights

**IMPROVING OUR FOOTPRINT**

- **22% reduction** in greenhouse gas emissions since 2010
- **49% reduction** in other air emissions since 2010
- **Nearly 75%** of mill energy derived from renewable biomass residuals rather than fossil fuels
- **Invested more than $700 million** in energy efficiency improvements since 2010

**Eastover Mill Recognized for Environmental Leadership**

The South Carolina Environmental Excellence Program is a voluntary environmental leadership initiative. It recognizes facilities that have demonstrated superior environmental performance through pollution prevention, energy and resource conservation and the use of an environmental management system. Our Eastover, S.C. Mill’s recertification by the South Carolina Department of Health and Environmental Control reflects the mill’s commitment to environmental stewardship.

**Investing in GHG Reduction**

The Ticonderoga Mill was awarded $2.8 million by New York State Energy Research and Development Authority (NYSERDA) to complete three energy efficiency projects, which will result in a reduction of nearly 225,000 tons of carbon emissions.

**$70 million**

invested in 2019 for capital projects to control releases into the air and water, and to assure environmentally sound management and disposal of waste.
Water Stewardship in our Facilities

Brazil’s Next Generation Intern & Trainee program attracted more than 6,000 applicants for nearly 45 positions. The highly selective program provides critical manufacturing experience for college students and recent graduates across Brazil.

Supporting the Next Generation

Our REACH (Recruit, Engage, Align College Hires) program recruits and develops early-career engineers and safety professionals for our U.S. mill system, preparing them to become future leaders. We hired 134 REACH engineers in 2019.

“With the REACH program, I’m not limited by my job description. I’m able to get involved in a variety of projects that play to my strengths and interests.”

– Alex Hight, process engineer, International Paper

In 2019, we invested $1.3 billion in our facilities to improve safety and reliability, lower costs and strengthen our businesses.

100% of the water used by our Madrid, Spain mill is recycled from the local municipal wastewater system, saving several hundred million gallons of water per year.

More than 90% of water used in our mill manufacturing is returned to the environment.

ADVANCING WATER STEWARDSHIP

We joined the World Resources Institute (WRI) Aqueduct Alliance, a coalition of organizations at the forefront of thought leadership in water stewardship. WRI’s Aqueduct tools inform our facilities’ Water Risk Assessments and are guiding the development of our context-based approach to water stewardship.
Innovative, Renewable Products

We create innovative, sustainable and recyclable products that help our customers achieve their objectives. The needs of our customers and the evolving demands of consumers drive product innovation. We strive to meet those demands by using research, ingenuity and creative thinking to transform renewable resources into recyclable fiber-based products that people depend on every day.

2019 Highlights

SUSTAINABLE DESIGN
From ideation to production, we focus on how we can create innovative, sustainable and recyclable solutions.

Begin with sustainably grown new fiber and add recycled fiber

Develop sustainable solutions and alternatives

Prototype, test and refine to find ways to reduce materials, weight, etc.

Introduce recyclable, sustainable, renewable products people depend on every day

SUPPORTING COMMUNITIES WITH OUR RENEWABLE PRODUCTS
Our Espaly, France, plant donated 11,000 corrugated boxes to the Trisomie21 Association of the Haute-Loire region, to assist their fundraising efforts for people living with Down syndrome.

We support the Global FoodBanking Network to address childhood hunger in Brazil, Canada, Poland and Spain. In Spain, our EMEA Packaging team donated more than 40,000 corrugated boxes to the Spanish Federation of Foodbanks.

A COMMITMENT TO INNOVATION
We hold more than 2,000 patents.

$29 million invested in research and development in 2019

HELPING CUSTOMERS MEET THEIR PACKAGING GOALS
Sixty two North American box plants achieved FSC®, SFI® and PEFC chain of custody certification in 2019, assuring customers that they contribute to responsibly sourced fiber. All our EMEA box plants have FSC® chain of custody certification.
Registered inside preprint allows customers to enhance their brand image through the unboxing experience. The placement of the printing puts brand identity on the inside of the box and leaves the outside unmarked, deterring theft.

Bliss™ Fluff Pulp addresses our customers’ needs through odor control and pH modulation in feminine care products.

Accent® Opaque brings paper to life through our IP4D app, which incorporates augmented reality technology into print design to help our customers create more impact.

Beer’Pack elegantly displays and ships eight craft beer bottles. Developed in France for the growing e-commerce sector, this unique, lightweight package reduces shipping costs while providing the best cushioning and security during transport.

Download the IP4D app from the App Store or Google Play. Then scan this page and watch it come to life.

Design Turkey: Industrial Design Award
Our research and development team in Turkey was recognized for a new corrugated pallet design that is recyclable and much lighter than its traditional wooden or plastic counterparts. Transported and stored in unassembled flat sheets, more pallets can be loaded onto a truck, reducing both shipping costs and carbon emissions from transportation.

Designed for Sustainable Production: IV Gamma Tray
The IV Gamma Tray, an innovative food packaging solution, requires less raw material, energy and water to produce and requires less space when transporting, reducing transportation costs and carbon emissions. The tray received an award from the CONAI (International Packaging Consortium) Prevention and Packaging Sustainability contest, which recognizes the most innovative and eco-friendly packaging solutions in Italy.
To create the most sustainable business model possible, we look beyond basic recycling to evaluate our entire value chain. We are among a growing number of companies embracing the concept of the circular economy. We begin by championing sustainable forestry and the use of renewable resources. We seek to design waste out of our manufacturing processes by sourcing recovered fiber and making beneficial use of residual materials. Finally, we advance the recovery and reuse of fiber after consumer use.

**2019 Highlights**

We participate in several industry associations dedicated to increasing and sustaining corrugated box recovery rates, including:

- American Forest & Paper Association
- Confederation of European Paper Industries
- Fibre Box Association
- The Circular Economy Accelerator
- The Recycling Partnership

**Circular Economy in Madrid**

Our CARPA facility in Madrid, Spain is the city’s largest paper recycler. Every month we collect 11,000 tons of used paper and boxes from local customers and recycle them to make containerboard for new corrugated boxes. These operations use 100% recycled water and cover 15% of their energy needs with self-generated biogas.

“*We’re making products that people can feel comfortable using because they know it’s going on to have many lives.*”

— Josh Starrett, manager, commercial, Recycling and Recovered Fiber

Learn more at: [Our Renewable Future](#)
Our Commitment to Circularity

At International Paper, we go beyond recycling. We are committed to advancing the circular economy, and we are taking action across our entire value chain. We begin by championing sustainable forestry and the use of renewable resources. We seek to design waste out of our manufacturing processes by sourcing recovered fiber and making beneficial use of residual materials. Finally, we advance the recovery and reuse of fiber after consumer use, extending the useful lives of natural resources and reducing materials to landfill. We’re committed to innovating our products so that they are all reusable, recyclable or compostable and provide circular solutions that continue to promote a low carbon economy.

Wood Fiber
New fiber is needed to continue to make recycled products. Without new fiber inputs, paper producers would run out of useable recycled fiber in roughly 18 months.¹

Reprocessed
Cellulose fibers can be recycled up to 7 times. Beyond that, the fiber cannot be used to make new products and is considered “lost fiber.”

Fiber Cycle

Manufacturing
Recovered fiber and new fiber are used to make new paper-based products.

Consumption & Use

Recycling Collection
92% of corrugated packaging and 66% of paper used in the United States was recovered for recycling in 2019.²

Post-consumer Fiber
Recycled fiber can be reprocessed into new products or can be beneficially used in other ways, such as for compost or in insulation.

Sorting

Consumers & Companies Recycle

Discard
Landfill/Incinerator:
- Litter
- Unsorted
- Hygiene products
- Contaminated

² American Forest & Paper Association, 2019
¹ Two Sides
Creating Diverse, Inclusive Workplaces

We’ve increased representation of women in our REACH (Recruit, Engage, Align College Hires) program to 32% — a 5% increase over 2018.

We increased our intern hiring from the University of Puerto Rico Mayaguez, which has a 99% Hispanic population – one way we are increasing diversity of our electrical and mechanical engineers.

In Brazil, we launched “Respect Generates Respect,” a diversity and inclusion program and received more than 1,900 employee testimonials answering the question: “What does respect mean to you?”

Our Women at International Paper Mentoring Board and African American Mentoring Board help develop and promote diversity.

People Highlights

Our Goal: Injury-Free Workplace

When our employees see unsafe conditions and actions, we intervene to demonstrate we care and to ensure no one is injured.

In 2019, 93% of our sites operated without a serious injury.

We achieved a 75% reduction in non-employee injuries in the workplace.

Investing in Employee Development

580 new hourly operations and maintenance employees at our mills experienced New Hire Integration training.

460 designated high potential leaders participated in experiential development programs.

Creating Diverse, Inclusive Workplaces

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Community Highlights

We make sustainable investments to protect and improve the lives of our employees and mobilize our people, products and resources to address critical needs in our communities.

For the 14th consecutive year, the Ethisphere Institute recognized International Paper as one of the World’s Most Ethical Companies. Of this year’s 132 honorees, International Paper is one of only seven companies to receive the recognition for 14 years running.

For the third year in a row, International Paper earned the designation of CPA-Zicklin Trendsetter. We’re one of 73 companies in the S&P 500 to receive the top ranking for political disclosure and accountability due to our voluntary reporting efforts.

$24 million invested in 2019 to address critical community needs

More than $134 million donated since 2010

$2.6 million in employee generosity, supporting the International Paper Employee Relief Fund and the United Way. Company matching programs maximized employee giving for a total impact of more than $4 million

5,900 feminine hygiene kits – containing products made from our pulp and packed in our custom boxes – distributed across eight communities to address truancy caused by period poverty

161,000 books donated through our partnership with Reading is Fundamental, reaching more than 65,000 first graders in communities where our employees live and work
OUR GLOBAL TEAM IS COMMITTED TO:

Investing in people and strengthening our communities

Using all resources responsibly and efficiently

Ensuring our businesses are safe, successful and sustainable for generations to come