

Open the future



Social Citizenship Policy Statement

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Smurfit Kappa Group (SKG) is committed to managing its business in accordance with its declared values which recognise that good social citizenship, reflected in the manner in which we interact with our employees, business partners and host communities, is an essential ingredient in creating and maintaining a sustainable future. This Policy Statement briefly summarises the Group's commitments in this regard.

Human rights

Smurfit Kappa Group is committed to the application of the principles expressed in the United Nations Guiding Principles on Business and Human Rights and the Fundamental Principles and Rights at Work developed by the International Labour Organisation in all of the countries in which the Group has (or will have) a presence in respect of the following:

Freedom of association

We recognise the right of our employees to become, and remain, members of Trades Unions and the right of their representatives to negotiate and bargain collectively on their behalf. In circumstances where Freedom of Association and Collective Bargaining are restricted (or prohibited) under legislation, we will work with our employees, where they wish to do so, to establish alternative means of representation that are mutually acceptable. We will provide reasonable access for employee representatives and ensure that they do not suffer any disadvantage or discrimination as a result of their role.

Child labour

The Group will not employ in any capacity any individual who has not either reached the mandated school leaving age or the minimum age set for employment in any country in which we operate. Notwithstanding the above and subject to a rigorous and dedicated Health and Safety Assessment, the Group will support initiatives such as work experience and summer / vacation employment for Second Level and College students intended to provide the participants with an introduction to business and the marketplace.

Forced labour and abuse

Smurfit Kappa Group is committed to treating its employees in a humane manner and will not countenance or condone forced labour or physical abuse. The Group will not tolerate any other form of abusive behaviour not only in respect of its employees, but also in respect of those with whom we conduct business, i.e. suppliers, customers, members of host communities, local and national officials etc.

Indigenous Peoples

SKG will abide by the principles in the United Nations Declaration on the Rights of Indigenous Peoples. In particular, in accordance with Article 10 of the Declaration, indigenous peoples shall not be forcibly removed from their lands or territories. No relocation shall take place without the free, prior and informed consent of the indigenous peoples concerned and after agreement on just and fair compensation and, where possible, with the option of return.

Employee respect

Smurfit Kappa Group values the contribution made to the business by its employees. The Group is committed to (creating and) maintaining a working environment which is safe, respects individuality, is non-discriminatory, appoints and promotes people on the basis of suitability, rewards fairly, encourages (personal and professional) development, and has effective mechanisms of communication.

Diversity and non-discrimination

As a multinational company, we value the differences reflected in our diverse workforce. We are committed to a working environment which rejects discrimination on any grounds and to the elimination of any unfair practices which may arise in our day-to-day conduct of the business, whether it is through recruitment, internal promotion, selection for training or any other activity. In addition, we are committed to treating fairly and without prejudice those with whom we have contact externally – suppliers, customers, members of our host communities and any other third party individuals or groups.

Fair compensation

We will ensure that the rate of pay for the standard working week (or part thereof in the case of part-time employees) in each country in which we operate at least matches the minimum standard set by its government or legislature. In the event that no such standard is in place, we will make use of accepted industry standards or recognised norms in determining or adjusting the relevant pay rates. We will maintain our practice of reviewing all wage and salary levels in accordance with the relevant collective agreements or, where none exist, at appropriately regular intervals.

Employee development

Continuous training and development of our employees is a key objective of the organisation, with each employee encouraged to reach his / her potential. SKG supports learning and development programmes reflecting the necessity to constantly review and, where necessary raise, the standards of business performance and encourage the exchange of “best practice”, knowledge and skill transfer, health and safety, commitment and motivation levels and ensure that the Group’s business ethics and standards are fully understood by all and reflected in their day-to-day conduct.

Internal communication

We value regular timely and efficient meetings with our employees and their representatives, conducted in an open and constructive manner, to exchange views on all matters affecting our business including health and safety, working conditions, terms and conditions of employment, the performance of the business, the business outlook, investment decisions and acquisitions and disposals. We are committed to providing the Group’s employees with regular updates on the overall performance of the Group and the individual business units and on any issues that may potentially have an impact on them. In doing so we make use of the appropriate media which include departmental and function meetings, site general briefings, management / employee representative meetings at local, national and regional levels, internet, newsletters etc.

Employee recognition

The Group is committed to a long established tradition of recognising the contribution of its employees. As currently constituted, these include “Employee Service Awards”, “Employee of the Year”, “Innovation” (judged by a panel of major customers), “Environmental Initiatives” and “Plant of the Year” awards.

Community engagement and involvement

SKG has some 370 manufacturing plants in over 30 countries. We recognise that our plants, wherever situated, are a part of their local environment and community. As a socially responsible organisation, we are committed to developing a constructive and mutually supportive relationship with the host communities in whose domicile we are privileged to operate. As a consequence, appropriate community engagement, activity and involvement is both encouraged and promoted. This would include consultation on proposed major projects that will have a significant impact on local communities. Apart from managing the business, a key element of each Plant Manager's role is to represent the Company within the local community and contribute to its development. To date, this activity has taken many forms and includes charitable donations to local volunteer groups or welfare organisations, supporting local sport clubs, participating in school initiatives by providing printing / writing materials or facilitating school visits for educational purposes, mentoring small / start-up businesses and co-operatives and meeting and giving time to citizen groups representing their communities. Participation rather than simply giving cash or 'in kind' donations underpin our attitude and approach to community support. Health & Safety is addressed in a separate Policy Statement.

For more information:

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