Introducing Sappi Europe
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Sappi is a leading global provider of sustainable woodfibre products and solutions.

Headquartered in Brussels, Belgium, Sappi Europe is the leading European producer and supplier of coated fine paper and Packaging and Speciality Papers. In Europe we have seven mills, 14 sales offices and 5,100 employees.

Sappi Europe is a division of Sappi Limited (JSE), a global company headquartered in Johannesburg, South Africa. We have 12,000 employees; manufacturing operations in seven countries, across three continents; and customers in more than 100 countries. Sappi’s global business portfolio includes:

- **Printing Papers** – used by printers, publishers and corporate end-users.
- **Packaging and Speciality Papers** – used by brand owners, converters, printers, designers and communications agencies.
- **Release Papers** – used by suppliers to the fashion, textile, automobile and household industries.
- **Dissolving Wood Pulp** – used worldwide by converters to produce viscose fibre and pharmaceutical products, as well as a wide range of household and consumer goods.
- **Biomaterials** – this part of our portfolio is dedicated to developing new products and markets from wood chemistry by exploring the micro- and nanoscale potential of woodfibre and bio-refining.
- **Bio-energy** – our focus here is to reduce specific purchased energy, improve the energy efficiency of our mills, increase our use of renewable energy and produce and sell surplus green electricity.

“The Code of Ethics is central to our reputation, which lies at the heart of our success”

– Steve Binnie, CEO, Sappi Limited

Sappi’s Code of Ethics applies to all Sappi employees. It shows what can be expected of us, both by the organisation and other stakeholders. We also expect and request that our suppliers, contractors, customers and other stakeholders become aware of our Code, comply with the values and principles it sets out and thereby help us to live up to our values.

We are in the middle of transforming our business through the Sappi Performance Engine and i – SPE&i. We have embarked on a successful journey through the shrinking Printing Papers market, whilst also maximising precious growth in the Packaging and Speciality Papers sector. The strategy we devised to confront these challenges will see us achieve the Group’s main objectives.

By 2020, the Sappi Group earnings before interest, tax, depreciation and amortisation (EBITDA) composition needs to look like this:
- 25% derived from Printing Papers
- 25% derived from Packaging and Speciality Papers
- 40% derived from Dissolving Wood Pulp, and
- 10% derived from new business opportunities such as Biomaterials (e.g. nanocellulose), biorefinery products and Bio-energy.

With courage derived from our new business philosophy, we successfully changed our go-to-market approach, restoring the business to much better profitability. Not satisfied, we went further and worked out a revolutionary plan to address the use of our assets, which has been rewarded by Board approval for a large investment programme to achieve this.

To support the Group’s One Sappi strategy, which emphasises how we do things together, we have set up a shared services centre in Krakow. It works in tandem with other similar centres to standardise and reduce our costs.

Through the power of One Sappi – committed to collaborating and partnering with stakeholders – we aim to be a trusted and sustainable organisation with an exciting future in woodfibre.

Berry Wiersum
Chief Executive Officer, Sappi Europe
Our values
At Sappi we do business with integrity and courage; making smart decisions, which we execute with speed.

80 years of Sappi
In 2016, Sappi celebrated its 80th anniversary. The company has come a long way from its humble beginnings as SA Pulp and Paper Industries Ltd in South Africa in 1936, to the diverse business it is today, with operating units and sales offices on six continents, and customers in more than 150 countries. Woodfibre is still at the core of the business, remaining very relevant in new and exciting speciality products, in partnership with a strong and established pulp and paper business.
Worldwide

<table>
<thead>
<tr>
<th>PRODUCTION CAPACITY</th>
<th>PAPER</th>
<th>MILLION TONS</th>
</tr>
</thead>
<tbody>
<tr>
<td>PAPER PULP</td>
<td>5.4</td>
<td>2.3</td>
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Europe

<table>
<thead>
<tr>
<th>PRODUCTION CAPACITY</th>
<th>PAPER</th>
<th>MILLION TONS</th>
</tr>
</thead>
<tbody>
<tr>
<td>PAPER PULP</td>
<td>3.5</td>
<td>1.12</td>
</tr>
</tbody>
</table>

Results

**EBITDA 2016:** US $ 739 MILLION

- PAPER 54%
- SPECIALISED CELULOSE 46%

**PROFIT 2016:** US $ 319 MILLION

- PAPER 39%
- SPECIALISED CELULOSE 61%

Mills and certifications

- **Alfeld Mill**
  - PRODUCTS: Coated and uncoated fine paper, Speciality Paper
  - PAPER CAPACITY ('000 TPA): 275
  - PAPER PULP CAPACITY ('000 TPA): 120
  - EMPLOYEES: 800
  - CERTIFICATIONS: [Creditmaterial™](#)

- **Ehingen Mill**
  - PRODUCTS: Coated fine and Speciality Paper
  - PAPER CAPACITY ('000 TPA): 280
  - PAPER PULP CAPACITY ('000 TPA): 140
  - EMPLOYEES: 520
  - CERTIFICATIONS: [Creditmaterial™](#)

- **Gratkorn Mill**
  - PRODUCTS: Coated paper
  - PAPER CAPACITY ('000 TPA): 750
  - PAPER PULP CAPACITY ('000 TPA): 300
  - EMPLOYEES: 550
  - CERTIFICATIONS: [Creditmaterial™](#)

- **Kirkniemi Mill**
  - PRODUCTS: Coated paper
  - PAPER CAPACITY ('000 TPA): 750
  - PAPER PULP CAPACITY ('000 TPA): 300
  - EMPLOYEES: 550
  - CERTIFICATIONS: [Creditmaterial™](#)
Sales by product

Europe

PRODUCES 50% OF GROUP SALES

BERRY WIERSUM, Chief Executive Officer, Sappi Europe

North America

PRODUCES 27% OF GROUP SALES

MARK GARDNER, President and Chief Executive Officer, Sappi North America

South Africa

PRODUCES 23% OF GROUP SALES

ALEX THIEL, Chief Executive Officer, Sappi South Africa

Sappi Ltd

*The Cloquet and Ngodwana Mills produce both paper and dissolving wood pulp
3.

Mills

The reels in action at our Stockstadt Mill
Introducing Sappi Europe

Ehingen Mill, Germany
Ehingen Mill is located on the Danube River in southern Germany and is home to PM6. It produces chlorine-free sulphite pulp from beech and spruce wood. The majority of this is used for Sappi’s own coated fine paper production at the mill. Ehingen Mill is in line to support the company’s enhanced Speciality Papers offering and will be adapted accordingly with equipment upgrades and efficiency improvements.

Gratkorn Mill, Austria
Gratkorn Mill has a history in paper production of more than 400 years. It is an integrated pulp and paper mill located on both sides of the river Mur, near Graz, in Austria. The mill produces multi-coated fine paper on two paper machines (PM9 and PM11) and chlorine-free (TCF) chemical pulp for own consumption. PM11 was successfully rebuilt and upgraded in 2014, including an extension of the possible grammage range. In 2015, a general reconstruction of critical parts of the liquor boiler and recovery plant was completed.

Alfeld Mill, Germany
Alfeld Mill is situated to the south of Hanover in Germany. It produces technical Packaging Papers on its five paper machines (PM1, PM2, PM3, PM4 and PM5) and is also a Sappi Centre of Excellence for specialty coated and uncoated papers and boards. In line with growth objectives, lightweight Packaging and Specialty Paper capacity at the mill will be expanded. The mill has an integrated pulp plant and uses locally harvested wood to produce totally chlorine-free (TCF) bleached chemical pulp for its own use.

Certification moves us up the food chain
Regulatory and environmental pressures have generated an opportunity for paper and board-based solutions to replace traditional plastic packaging. As well as retaining functionality, specialty paper packaging must respect the same high food safety and hygiene standards that are associated with plastic.

All Specialty Papers made at Sappi’s Alfeld Mill comply with European and US regulations for paper being in contact with dry foodstuffs. The certifications mean that our products can be used in a variety of food packaging composites and other specialty packaging and label applications.

We also hold ISO 22000 hygiene certification, which is the same standard that is held by companies that specialise in packing food. This means that the mill fulfils requirements for an organisation that is part of the food chain.
Introducing Sappi Europe

Kirkniemi Mill, Finland
Kirkniemi Mill in Lohja, southern Finland, produces coated paper for heatset web offset printing, which serves the high-volume print market. More than 90% of the mill’s production from the three paper machines is exported. In 2015, a newly built power plant was inaugurated, which significantly improved the energy efficiency of the mill. PM3 was upgraded in 2016, resulting in enhanced quality consistency.

Kirkniemi Mill is located in the Lohja, southern Finland, produces coated paper for heatset web offset printing, which serves the high-volume print market. More than 90% of the mill’s production from the three paper machines is exported.

Lanaken Mill, Belgium
Lanaken Mill is located on the Albert Canal in the north-east of Belgium. It is an integrated pulp and paper mill, which produces various kinds of coated fine papers on its PM7 and PM8 machines, as well as chemithermomechanical pulp (CTMP). In 2017, Lanaken Mill celebrates its 50th birthday.

Maastricht Mill, the Netherlands
Maastricht Mill sits on the river Meuse in the Netherlands. It is home to PM6, one of the world’s largest machines for multi-coated board. The mill produces graphic board and packaging board in rolls and sheets. In line with Sappi’s growth strategy and 2020Vision, Maastricht Mill is in the process of being converted to produce high-quality Solid Bleached Sulphate (SBS) and Folding Box Board (FBB) facility, as well as high-quality graphic board, to support the company’s expanding Packaging and Specialty Papers business.

Stockstadt Mill, Germany
Stockstadt Mill is an integrated mill, located in the metropolitan area of Frankfurt on Main. It has two paper machines. PM1 is the only machine within Sappi to produce uncoated paper and is ranked number one with regard to the lowest specific power requirement in a worldwide benchmark of 47 paper machines. PM2 produces multi-coated fine paper and specialty papers. The mill has its own power station and waste-water treatment plant and is home to Sappi Europe’s sole lignosulphate plant, where Sappi Biotech Lignin manages the black liquor derived from the pulp process.

In 2015, a newly built power plant was inaugurated, which significantly improved the energy efficiency of the mill. PM3 was upgraded in 2016, resulting in enhanced quality consistency.
4. Product portfolio
Printing Papers

Our range of coated and uncoated graphic Printing Papers cover varying visual and tactile qualities, making them suitable for high-volume heatset web offset and sheet-fed offset, as well as digital printing.

Our heatset web offset products are delivered direct from production to customer specifications and cover a wide range of grammages.

The range includes:

- **Light weight coated (LWC)**
  Typically used in weekly magazines or catalogues distributed by postal services.

- **Medium weight coated (MWC)**
  Typically used in high-quality consumer magazines, catalogues and marketing materials.

- **Wood free coated (WFC)**
  Typical uses range from magazines, catalogues and brochures to direct marketing.

Our sheet-fed products are distributed directly to customers and through preferred stockist merchant partners. They are available in both standard stock sizes and non-standard sizes; from text paper weights right through to cover weights. They are typically used for short- and medium-volume production of high-quality brochures, catalogues, corporate reports and accounts, direct mail, calendars, books and magazines.

Our product ranges include high-bulking papers, which give the impression of a thicker, stiffer paper but are the same weight as a standard paper. Perceived value can be increased with extra bulk, and mailing and production costs can be reduced through the use of lower basis weights without sacrificing quality. This gives our customers the opportunity to create savings and make paper choices most suited to their situation.

Haptics

First impressions are everything, and the power of touch can help ensure that the first impression is a good one.

Haptics is the study of any form of interaction involving touch. It’s a fascinating area, with touch proven to influence emotion and decision-making. Compiled by Sappi North America and written in collaboration with renowned neuroscientist Dr. David Eagleman, ‘A Communicator’s Guide to the Neuroscience of Touch’ is a synthesis of decades of research into the power of touch, with a focus on the way touch impacts on how people perceive brands. Paper is crucial to sensory decision-making.

- When we touch an object, we begin to develop a sense of ownership.
- The simple act of touching objects, like catalogues, brochures and direct mail, can trigger the endowment effect, subconsciously increasing the perceived value of the brand and its products in the eyes of customers.
- Even paper quality makes a difference.
  Participants in a study were more likely to recall information printed on heavy, high-quality paper than on low-quality paper.

www.sappi.com/neuroscience-video-1

Sappi’s network of local sales offices are located throughout Europe and offer customers tailored, localised service solutions.

Sappi works with its customers as partners in print – continually striving to maximise on efficiency and revenues, as well as providing an exceptional product offering; ensuring print remains a key part of the media mix.
Introducing Sappi Europe

Packaging and Speciality Papers

As a global packaging material and solution provider, we offer an extensive range of innovative products and services, which increase the efficiency, effectiveness and profitability of fibre-based solutions.

- Flexible Packaging
- Label Papers
- Functional Papers
- Containerboard
- Rigid Packaging
- Release Liner
- Technical Papers

Our employees work in a dedicated, ingenious and solution-oriented manner. Through this approach, and in combination with our exceptional paper, new and undreamed possibilities arise. Paper. People. Possibilities.

Sappi Guard

The World Packaging Organisation (WPO) recently judged Sappi’s Guard barrier packaging paper a winner in the food category of the distinguished WorldStar 2017 Awards. The Sappi Guard barrier packaging papers were also the recipient of the prestigious German Packaging Award 2016 in the New Materials category.

The innovative papers provide integrated barriers against oxygen, water vapour, grease, aroma and mineral oil without the need for additional coatings or adhesives, reducing both costs and its environmental footprint. Offering an alternative to foil and plastics, the paper makes packaging production simpler and more efficient. More than 80% of this paper-based packaging solution is comprised of renewable materials.

The Belgian manufacturer Delafaille chose the packaging paper for its Amusette brand of luxury chocolate bars. Delafaille sought a solution that would improve the product safety, user-friendliness and the overall aesthetics of the final product.

www.sappi.com/invitation-innovate-flexible-packaging

Casting and Release Papers

Sappi is the world’s leading supplier of Casting and Release Papers. Release Papers are reusable moulds that impart both texture and gloss during the fabrication process. Once removed, the moulds reveal a textured exterior on synthetic leathers, coated materials, unsupported films and laminates. These materials are in turn used to manufacture products that surround us in our everyday lives, such as furniture, shoes, handbags, apparel, aircraft and car interiors, doors, cabinets and countertops.

- The aesthetic properties provided by our Release Papers can mimic natural materials such as leather or wood, create eye-catching geometric designs, and even provide functional benefits.
- Sappi’s current portfolio of more than 300 beautiful, innovative and unique textures are developed and produced in Sappi’s Westbrook Mill in North America and sold to casters and laminators around the world.

www.sappi.com/casting-release-papers

| Billie | Lace | Honeycomb | Rainbow |
Introducing Sappi Europe

Biomaterials

With a strong focus on innovation and R&D, Sappi is committed to developing new processes and biomaterials that extract more value from each tree and support our business strategy to move into new and adjacent markets.

Nanocellulose: a lightweight ‘super material’ with diverse functionality

A partnership between Sappi and Edinburgh Napier University has resulted in the development of a new low-cost process to make lightweight Cellulose NanoFibrils (CNF) on a commercially viable basis. The nanocellulose scale is so minute that 2,000 nanofibres can easily fit into a single strand of human hair; yet a relatively small addition of nanocellulose into the mix of a composite material can increase the overall substance strength substantially. A pilot plant built on the Brightlands Chemelot Campus in Sittard-Geleen, the Netherlands, is currently testing manufacturing of CNF, which can be used in a wide range of applications including cosmetics, wound care, concrete admixtures, homecare products, paints, touchscreen displays and car panels.

www.sappi.com/nanocellulose

Symbio: a mouldable material that combines the strong points of wood and plastic

Sappi has developed a technique to use cellulose fibres to produce a partly bio-based plastic called Symbio, which can be employed in a variety of applications, including loudspeaker enclosures, parts for car interiors, consumer electronics and furniture. Developed primarily for injection moulding, Symbio is currently being trialled by potential customers and production capacity has been installed at an external partner in Belgium to serve the first customers.

www.symbio-fibrecomposites.com

“We have a renewable crop that is hugely efficient at absorbing carbon and delivering fibre that can be used to make just about anything.”
Steve Binnie, CEO, Sappi Group

Dissolving wood pulp

Sappi Specialised Cellulose, a division of Sappi, is the world’s largest manufacturer and seller of Specialised Cellulose (SC), more commonly known as dissolving wood pulp (DWP). With a total global SC capacity of more than 1.3 million tons, we currently supply approximately 16% of the global DWP demand from our three mills located in South Africa and North America.

There is a growing demand for non-fossil fuel-based raw materials from which a wide range of everyday products can be produced. The products manufactured from Sappi’s SC can rightfully claim to fill some of this gap.

Sappi’s SC, which is produced from well-managed and maintained tree farms, is a truly sustainable raw material. Its versatility means that SC can be used in many applications to produce a wide range of household and industrial products, such as cellophane, textile and non-woven fibres (viscose and lyocell), and pharmaceutical and foodstuff fillers (MCC).

We are innovators in this market – capitalising on years of experience to create personalised solutions for customers across multiple sectors.

www.sappi.com/specialisedcellulose
Introducing Sappi Europe

Lignin
The origin of Sappi’s lignin business is in Europe and dates back almost 100 years. Lignosulphonate is a highly soluble lignin derivative and a product of the sulphite pulping process. As well as giving materials stability, lignin has a wide variety of uses due to its binding ability, and dispersing, emulsification and sequestration properties. Referred to as a ‘green binder’, it finds application in the production of glass wool, chipboard, fertilisers and other products where lignin replaces the incumbent materials derived from petrochemical origin.

www.sappi.com/lignin

Hemicellulose sugars
We are developing ways to extract and modify hemicellulose sugars from wood during the pulping process to create higher-value products for use in a wide variety of applications. Our demonstration plant at Ngodwana Mill in South Africa will allow us to test our technology on plant scale and make representative samples available for downstream development. The potential products include sugar alcohols such as xylitol, a low-energy sugar substitute; lactic acid, used in the production of polylactic acid (PLA), a renewable plastic; glycols, mainly used in the production of PET for plastic bottles; and unsaturated polyester resins and other products.

www.sappi.com/hemicellulose-sugars

Keeping households warm in Graz
Thanks to a partnership with local energy provider Bioenergie Wärmeservice GmbH (BWS), industrial waste heat produced by Gratkorn Mill is being used to heat 18,000 households in the city of Graz in Austria (pictured below) every year. The heat is fed into the city’s existing district heating system via newly installed underground pipes.

It’s a win-win situation, with the mill receiving income from its waste heat and the city of Graz receiving cleaner energy than before. As a result of the mill’s efficient combined heat and power plant, and the outcoupling of ecological valuable heat, CO2 emissions will be reduced by 20,000 tons every year.

Bio-energy
Globally, more than 52% of the energy generated by our operations is derived from renewable sources. In many of our European mills, renewable energy is created in the form of biogas. Sappi is reviewing the expanded use of anaerobic digestion technology as one of the technologies to treat waste condensate. Rich in organic matter, the condensate could be treated via a process that uses organic acids to produce biogas in the form of methane, which in turn could be used to produce energy, either for internal use or via external sales to the national grid. Sappi is also evaluating the extraction of chemicals from the condensate stream.

Bio-energy

Keeping households warm in Graz

Bio-energy

Biomass
Sappi views biomass waste generated as a result of the manufacturing processes as a resource. As a company, we are exploring ways of using our biomass as a fuel source. We see this as a way to mitigate against the use of fast-depleting fossil fuels and the related issue of CO2 emissions. We are also investigating more ways to extract value from biostreams to generate energy.

“We have to be more intelligent in the way that we use our natural resources. We can either burn wood directly to make energy; or we can take advantage of wood’s many versatile and renewable properties to firstly create wood products, pulp and paper, and recycle the products a number of times before they are used for renewable energy. By extending the lifecycle of wood before it is ultimately used for energy, we can add value to the economy, create and retain jobs, and in effect use our raw materials more efficiently.”

Berry Wiersum, CEO, Sappi Europe

Hemicellulose sugars

Biomass

Biomass

Biomass
Our industry is inherently sustainable as our source material is constantly replenished. The company’s future is inextricably linked to an age in which caring for and about the environment is central to all decision-making. Sustainability is probably the biggest driver of business change around the globe, and Sappi is confident it can contribute to helping its customers embrace that change.

Sustainable development is a necessity and starts with all of us.

Sappi’s long-established approach to sustainable development embeds the 3Ps of People, Planet and Prosperity into our business process.

**People**

Adding to the wellbeing, safety and health of employees and communities.

**Planet**

Contributing to a world of biodiversity, renewable energy and environmental care.

**Prosperity**

Aiming at long-term profitability and customer satisfaction through innovation and ethical conduct.
Introducing Sappi Europe

High levels of forest certification

Globally, 100% of our owned and leased plantations are FSC® certified and 73% of fibre supplied to our mills is certified.

Since 2009, Sappi Europe has succeeded in maintaining a minimum of 70% certified fibre share thanks to our chain of custody approach and strict certification requirements.

All of our wood suppliers, and all of our pulp suppliers are certified, in most cases in accordance with both FSC® and PEFC™ certification schemes.

Environmental and forestry-related information (including wood sources) is obtained from pulp suppliers on a regular basis. This data is then evaluated by a team of experts.

Our use of natural capital

Our business relies on natural capital, particularly on woodfibre, land and water. Accordingly, we focus closely on responsible management of these resources.

Our woodfibre resources

Europe

No owned plantations or land. Woodfibre sourced from forests close to each mill. Softwood and hardwood pulp is sourced from Europe and the Americas.

Tree species used:
Spruce – used for mechanical pulp and softwood chemical pulp.
Beech – used for hardwood pulp.

North America

No owned forest plantations or land. Wood sourced from landowners and commercial loggers. Woodfibre is procured from temperate forests in Maine, New Hampshire, Michigan, Minnesota and Wisconsin and from the Canadian provinces of New Brunswick, Quebec and Ontario.

Tree species used:
Maple, poplar, aspen, beech and birch (hardwoods).
Spruce, pine and fir (softwoods).

South Africa

Sappi owns or leases 388,000 hectares (ha) with approximately 28.6 million tons of standing timber. Contracting supply covers almost 103,000 ha.

Tree species used:
Of the 234,000 ha planted at the end of FY2016, 56% was hardwood and 44% was softwood. Of contracted supply, 91% was hardwood.

“As stakeholders in managed forests, we have a responsibility to ensure the sustainability of the world’s forest resources through our procurement practices.”
Group Wood and Fibre Procurement Policy
Eco-effectiveness

At Sappi Europe, we have chosen to be eco-effective, integrating the way we do business with our approach to the environment.

This means we are effective in an efficient way, reaching our goals and objectives with optimised impact. This is how we function both as people and as a company. I care. You care. We care.

We use eco-effective stories, like the one below, to show how we can all make a difference.

Sappi. Eco. Effective.

Peter Jäsche, Jan Helge Oer, Volkmar Bartels and Thomas Simmich, Water Treatment Plant Team, Alfeld Mill

Waste-water Treatment – Alfeld Mill

Yes, we care.

Because being energy efficient is important.

Opportunities to save energy exist all around us; you just have to find them. By changing the way we do things at the waste-water treatment plant in Alfeld Mill, we have saved electricity equivalent to the amount used by 288 private households on average per year* in Germany.

In Alfeld’s waste-water treatment plant, energy is required for blowing compressed air into the biological aerobic reactors. A flexible air compressor with a variable speed drive has been added to complement the two existing inflexible compressors. As a result, the varying demands for pressurised air can be met, while reducing power consumption. In addition to this system, we continue to ensure that only biologically treated and cleaned waste water is discharged into the river Leine.

By challenging the status quo, Alfeld Mill has reduced annual energy consumption by 864,000 kWh. The mill has succeeded in meeting one of its environmental programme goals and reducing long-term energy consumption.

We make Sappi eco-effective. How about you?

Communicating the positives – dispelling the myths

The myth: European forests are shrinking

The fact: Between 2005 and 2015, European forests grew by 44,000 km² – that’s an area bigger than Switzerland and amounts to more than 1,500 football pitches everyday!

Source: FAO data, 2005-2015, Two Sides

Two Sides is a leading international organisation committed to promoting the responsible production, use and recovery of print and paper. Our involvement with them to produce the ‘Sappi Print and Paper Myths and Facts’ booklet has been a great way to challenge misconceptions about paper, and set the record straight. Sappi’s team of Green Ambassadors ensures that sustainability-related topics remain relevant and top of mind.

www.sappi.com/how-well-do-you-know-paper

*Sustainability

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www.sappi.com/how-well-do-you-know-paper
CEPI ROADMAP: A focus on financing

In 2011, the pulp and paper industry was one of the first in the European Union to draw up a roadmap to reduce CO₂ emissions by 80% by 2050. Results were encouraging, with the development of new technologies designed to help the industry meet the challenge.

In 2016, the roadmap moved into its second phase, with the emphasis on financing, which is key to using and implementing new technologies. A discussion paper outlining the industry’s progress and the need for financing has been published which also outlines ideas such as using tax breaks for green investments (in combination with Emission Trading Schemes). The potential is there, but the necessary investments are significant.

“We need the support of governments and EU institutions to help us access money at very low interest rates. The bottom line is that we need to be creative about this.”

Stephen Blythe, Chief Financial Officer, Sappi Europe, Chair of the Confederation of European Paper Industries (CEPI) Roadmap Working Group

Fostering leadership talent

The Sappi Business Academy’s cross-departmental programme has been successful in providing participants with an increased understanding of functions and departments outside of their own areas of work. Colleagues who have met through the programme, but who work in different countries, can rely on each other to help solve problems, and to provide alternative perspectives. With seven mills, 14 sales offices and 5,100 employees spread out across Europe, it’s important to stay connected.

Tree planting

We should always stay in touch with our roots, and what better way to do this than to plant trees. Over the last seven years, Sappi Headoffice’s Employee-Led Tree Planting initiative has been responsible for planting close to 18,000 saplings in the Forêt de Soignes in Belgium. The project is organised in association with Agentschap voor Natuur en Bos (ANB), the equivalent of the Department of Forestry. As well as being a great team-building exercise, it’s a pertinent reminder of the importance of sustainable forestry.
6. Management team
Berry Wiersum
Chief Executive Officer
Qualifications: MA (Medieval and Modern History)
Mr Wiersum joined Sappi Europe in January 2007 as Chief Executive Officer Sappi Europe. He started his career at ICI Fibres, where held the position of President of Amoco Fabrics (Europe) followed by President of Amoco Chemicals (Europe). Following the takeover by BP, he joined BP to assist with the integration of the two groups in Europe. He then joined Pechiney SA in France and ran the CEBAL Packaging Division until he was recruited as Managing Director of the Packaging Division of Kappa Packaging BV (the Netherlands) and member of the Management Board responsible for paper manufacture and packaging in the Kappa group. Mr Wiersum was Chairman of CEPI (Confederation of European Paper Industries) from 2009 to 2011.

Thomas Kratochwill
VP Sales & Marketing, Packaging and Speciality Papers
Qualifications: MS (Business Economics)
Mr Kratochwill joined Koninklijke Nederlandse Papierfabriek (KNP) in November 1995 after starting his career at KPMG Austria. He began in the Austrian Accounting Department, adding SAP Project Management and Business Process Engineering to his skills portfolio, supporting other Sappi regions from time to time. He became Manager of Sappi Europe’s Shared Service Center in 2009, reporting to the CFO, before becoming Director Project Management in 2011. Mr Kratochwill started in his current position in 2014.

Rainer Neumann
VP Human Resources
Qualifications: MS Industrial Relations & Human Resources/MS Administrative Sciences
Mr Neumann started his professional career with Procter & Gamble where he held various positions in Human Resources and Controlling with increased responsibility. Thereafter, he became HR Director Central Europe for Reckitt Benckiser. In 2000, Mr Neumann moved to Amsterdam to become HR Director Europe for the energy company Mirant. He moved to Sappi Europe in the autumn of 2002 to take up his current role.

Steffen Wurdinger
VP Manufacturing, R&D and Technology
Qualifications: MS (Paper Technology Engineering), Dr.-Ing Specialisation in CTMP
After a brief period as a Scientific Assistant at the Institute of Paper Technology in Dresden, Mr Wurdinger started at Ehingen Mill in March 1991 as Head of Technology, rising to POM-Manager in 1994. From 2000 to 2005 he was Technical Director at Cloquet Mill, USA, and came back to support the Gemini project in Ehingen. He took over as Mill Director at Ehingen in October 2006 and started in his current position on 1 January 2017. Mr Wurdinger oversees all mill operations and R&D centres in Europe, as well as the central technology and engineering department and the CWZ-Chemische Werke Zell-Wildshausen.

Kurt Kim
VP Supply Chain & Procurement
Qualifications: Dipl.-Ing. HTL/ MBA
Mr Kim, a Swiss national, graduated in 1995 from the University of Applied Sciences, Brugg-Windisch with a degree in Mechanical Engineering. He holds an MBA from the University of Brighton in the UK and a Lean Six Sigma Black Belt. Before starting with Sappi Europe in September 2014, Mr Kim held the position of Head of Supply Chain and Procurement for Clariant Masterbatches. He was also responsible for the Business Unit’s Operational Excellence Supply Chain transformation in Frankfurt, Germany. Prior to this, he was head of the Supply Chain Competence Centre for Clariant International, based in Basel. In addition to his knowledge of the chemical industry, Mr Kim gained experience in the engineering, pharmaceutical, management consulting and IT industries.

Hannes Boner
VP General Counsel
Qualifications: lic iur, DHEE, Admitted Attorney
Mr Boner joined Sappi Europe in 2002 as VP General Counsel and also acts as legal compliance officer for Europe. Prior to this, Mr Boner worked for 13 years as a private practitioner in Brussels and Zürich. He advises clients mainly on matters of EU law, with special emphasis on antitrust and trade defence proceedings, as well as on regulatory matters.

Stephen Blyth
VP and Chief Financial Officer
Qualifications: BCom Hons, CA (SA), H Dip Tax (Law)
Mr Blyth joined Sappi in September 2005 as Senior Tax Manager for Sappi Southern Africa. He had previously spent nine years with KPMG in Johannesburg and London in various audit, accounting and tax roles. He was appointed Sappi’s Group Financial Manager in August 2007, and was seconded to Brussels in January 2010 to take up the role of Deputy Group Treasurer within Sappi International. He moved to Sappi Europe in the summer of 2014 to begin his current role.

Marco Eikelenboom
VP Sales & Marketing Graphics
Qualifications: MS (Business Economics)
Mr Eikelenboom began his career at Koninklijke Nederlandsche Papierfabrieken (KNP) working as a Management Trainee and Area Sales Executive Southern Europe in Maastricht and then Sales Manager in Paris. He has been with Sappi Europe since January 1998, initially as Manager Corporate Planning, before becoming Managing Director Benelux, then moving to South Africa to work as Marketing Director for Fine Paper. Mr Eikelenboom has held his current position since 2004.

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Sappi has a network of seven European mills to ensure manufacturing and delivery from within Europe. Our 14 local sales offices add the personal touch, with staff on hand to help with ordering and technical issues.

To find our local sales offices and contacts for Printing Papers, Packaging and Speciality Papers, and Casting and Release Papers, please visit sappi.com

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All figures in this document are correct at 1 May 2017.