

Sustainability Report

2024 - 2025

Hellenic Paper Packaging Association



Circular economy | Innovation with responsibility | Sustainable future



Chairman's message

“ *For HPPA, sustainability is a collective and continuous process of continuous improvement for the paper packaging industry* ”



The period 2024–2025 is an important stage of maturation for the Hellenic Paper Packaging Producers (HPPA), but also for the corrugated paper packaging industry in Greece.

This report captures the progress and collective effort of our members to enhance their environmental, social and corporate governance performance. It marks the transition to a more systematic and coordinated approach to sustainability at the sectoral level. The corrugated paper packaging industry relies on renewable raw materials and high recyclability rates, being a key pillar of the transition towards more sustainable production and consumption models.

HPPA serves as the common voice of corrugated paper packaging producers, promoting collaboration, sharing knowledge and best practices, as well as forming common positions on sustainability issues and institutional representation of the industry. Our goal is to transparently present the results of our members' efforts, to highlight positive performance, but also to identify areas where further progress is needed.

For HPPA, sustainability is not a static goal, but a continuous process of continuous improvement.

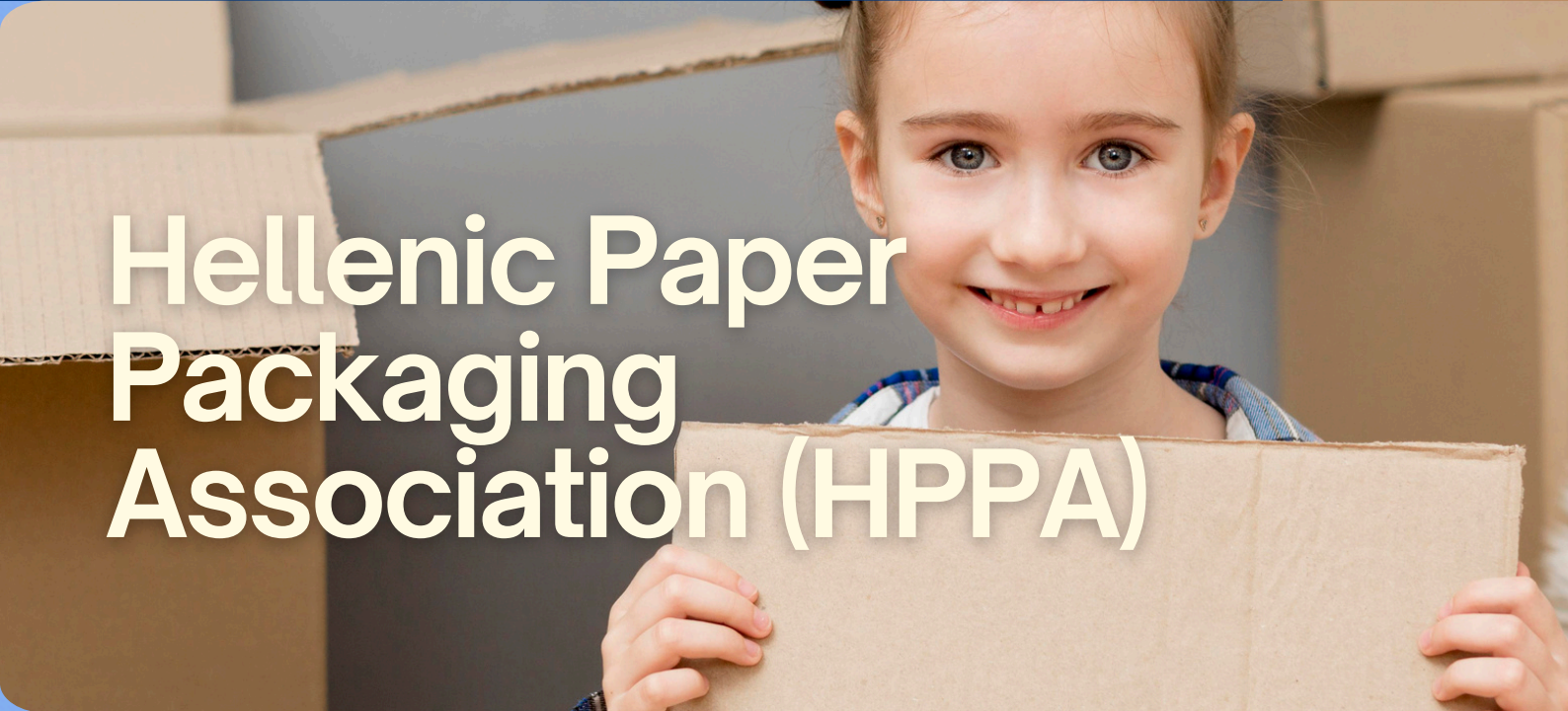
Vasilis Exarchos
President
Hellenic Paper Packaging Association



Table of Contents



1 HPPA IDENTITY	04
2 SUSTAINABILITY APPROACH	06
3 ESG & GOVERNANCE	15
4 CLIMATE STRATEGY & FUTURE GOALS	16
5 CONCLUSIONS	17



Hellenic Paper Packaging Association (HPPA)

Hellenic Paper Packaging Association (HPPA) was founded in 2022 by the majority of paper packaging companies in Greece. Today, the members of the Association represent approximately 80% of the domestic production capacity of the sector.

HPPA is the voice of the corrugated paper packaging industry in Greece, representing its members vis-à-vis institutional bodies, public authorities, organizations and other stakeholders. At the same time, it serves as a platform for cooperation and coordination, enhancing cohesion and knowledge sharing among member companies.

Our vision

With the aim of sustainable development, strengthening competitiveness and the active presence of the industry at national and European level, HPPA's vision is to unite its members around common priorities.

To highlight the value of paper packaging through partnerships, innovation and social responsibility and to highlight the critical role of the industry in the sustainable operation of the supply chain and the development of the economy.

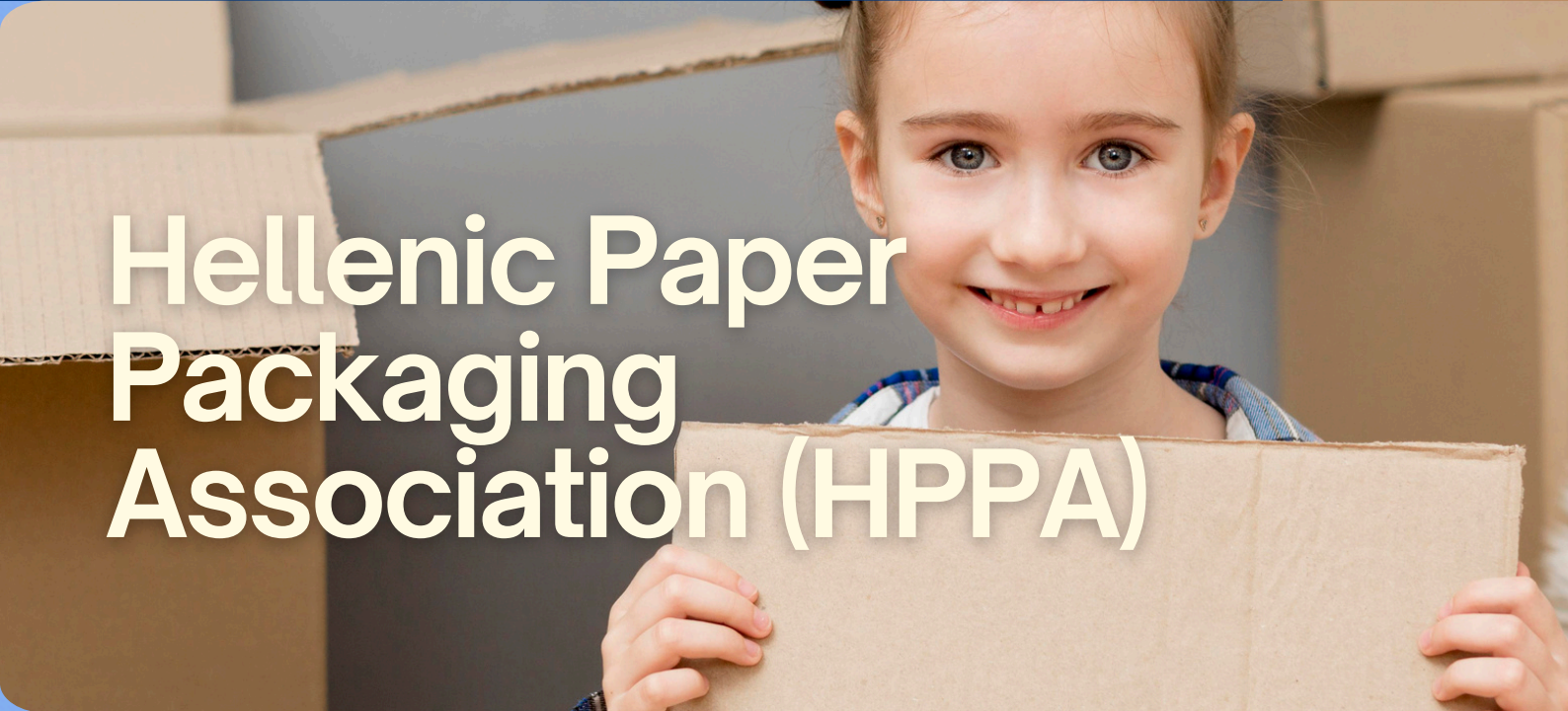
Mission

HPPA's mission is to enhance the sustainable development and competitiveness of the corrugated paper packaging industry, through collective action, evidence-based representation and the promotion of best practices.

Values

The core values that govern the operation of the Association include:

- 1.cooperation and equal representation of members;
- 2.transparency and institutional accountability;
- 3.respect for the environment and society,
- 4.continuous improvement of the sector's environmental and social performance.



Hellenic Paper Packaging Association (HPPA)

HPPA supports informed decision-making through the collection and analysis of industry data, the monitoring of developments, and the development of joint initiatives on sustainability issues.

HPPA is also a member of FEFCO, the European Corrugated Paper Packaging Association, and actively participates in the formulation of positions and policies, utilizing valid and reliable information on developments affecting the industry.



The Corrugated Paper Packaging sector in Greece



The corrugated paper packaging sector is one of the most important industry supporting the Greek economy, as it serves almost all of the country's production and commercial activities. Corrugated cardboard packaging is used in all sectors of the supply chain, from primary production to manufacturing, retail, and exports.

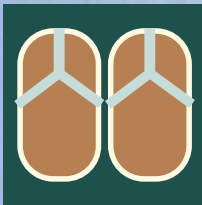
The sector includes industrial packaging production units, paper production units, as well as paper material collection and recycling facilities, forming an integrated ecosystem that is largely based on the utilization of recycled raw materials.

The total economic activity of the sector is estimated at an annual turnover of more than 1 billion euros, while it directly and indirectly employs more than 3000 employees.

Corrugated paper packaging is characterized by high recyclability rates and is a key packaging material with a low environmental footprint, contributing substantially to the promotion of the circular economy and the reduction of packaging waste.

Pillars of Sustainability

Sustainability is a key axis of HPPA's operation. As the representative body of the corrugated paper packaging industry, it focuses on the key environmental and social impacts of the industry, with a focus on natural resource management, environmental footprint reduction, and occupational health and safety.



People



Environment



Circular Economy



Society

These pillars constitute the framework for the presentation of the actions, results and goals of the Association and its members.



PEOPLE

The health and safety of employees is a key priority for the members of the Association. The activities of the corrugated paper packaging industry involve complex production processes, which makes preventing risks and cultivating a culture of safety critical.

The members of the Association are committed to creating and maintaining safe and healthy working conditions for all employees, including contractors and visitors, with the aim of reducing accidents at work and protecting human life.

Health & Safety at Work



Health & Safety Management System

All member companies implement occupational health and safety management systems, in accordance with the applicable national and European legislative requirements. These schemes include, but are not limited to:

Rsk assessment	Defining roles and responsibilities	Regular inspections and audits
investigation of incidents	Recording of incidents & Emergency response procedures	Continuous improvement of working conditions

Each facility is supported by a Safety Technician and an Occupational Physician, while employees are encouraged to report potential risks without fear of retaliation, actively contributing to the continuous improvement of working conditions.

Training & Human Resources Development

Training is a key tool for enhancing the safety and professional competence of human resources. The members of the Association implement training programs that cover:

Occupational health and safety issues,	Proper use of equipment and personal protective equipment	Specific requirements per job and production process
---	--	---

Results & Indicators (2024–2025)



The effectiveness of health and safety practices is reflected through specific indicators, which are monitored at the sectoral level. The main indicator is the number of Lost Time Accidents (LTA) per 100 workers.

Health & Safety Indicator	Average 2021-2023	2024	2025
Number of Employees	1.584	1.651	1.682
Number of Accidents	28	30	15
Accidents/100 workers	1.79%	1.77%	0.84%
Deviation by year		-1.37%	-52,55%

Monitoring these indicators makes it possible to assess progress, compare it with previous periods and define targeted improvement actions for the coming years.

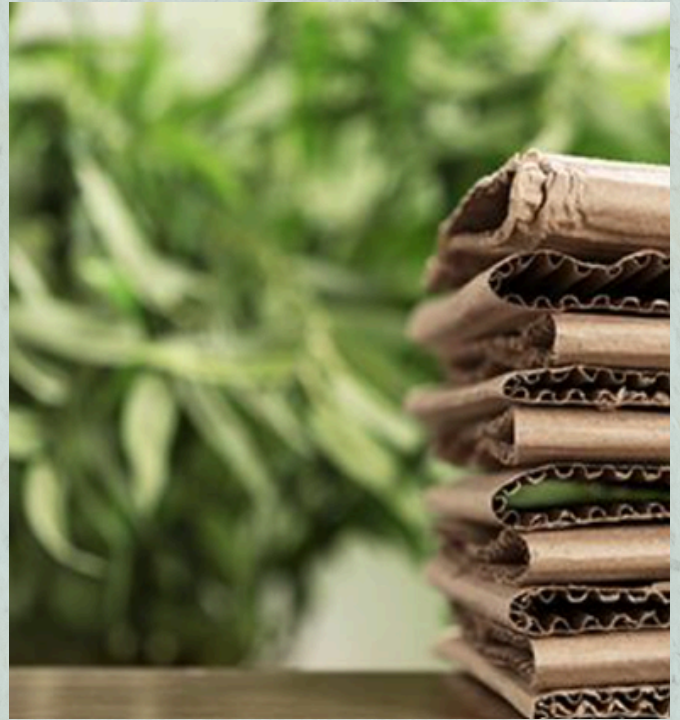


ENVIRONMENT

Energy & Emissions

Energy consumption is one of the main environmental factors affecting the corrugated paper packaging industry. The members of the Association adopt practices and investments aimed at improving the energy efficiency of facilities and reducing the associated greenhouse gas emissions.

These actions include, upgrades of mechanical equipment, use of more efficient technologies, optimisation of production processes and, where feasible, use of renewable energy sources. The monitoring of energy consumption is done both in absolute quantities and in indicators per production unit, in order to reflect the actual evolution of performance.



Raw Materials & Auxiliary Materials

The production of corrugated packaging is mainly based on the use of paper raw materials, largely recycled, as well as auxiliary materials such as starch, which is a key component of the adhesive. The members of the Association seek the continuous optimization of the use of these materials, reducing the consumption per unit of product produced through technological improvements and optimization of production processes.





ENVIRONMENT

Water & Waste

Water is a critical natural resource for the industry's production process. The members of the Association apply responsible water resource management practices, with the aim of reducing consumption and improving water use efficiency.

All production plants have wastewater treatment facilities, ensuring compliance with the legislation and, where possible, the reuse of part of the treated water in the production process.



Waste & Recycling

The corrugated paper packaging industry is characterized by particularly high recycling rates. The main by-product of the production process, i.e. scraps and paper waste, is collected and almost all of them are recycled, reintegrated into the paper supply chain.

The members of the Association implement waste separation systems at the source and cooperate with licensed bodies for the management of waste streams, with the aim of minimizing the quantities that end up in landfills.



ENVIRONMENT

Environmental Indicators & Results (2024–2025)

The sector's environmental performance is monitored through specific indicators, which allow for the assessment of progress and comparison with previous periods. Indicative indicators include:

Corrugated Board Production

Corrugated Board Production	2024	2025
m ²	731.230	752.929
Tonnes	355.605	370.895

Total energy consumption (MWh)]

Grid Energy	Average 2021-2023	2024	2024
Energy Consumption (kWh)	28.478.800	30.830.619	30.663.200
Energy Consumption per m ² (kWh/m ²)	0,054	0,053	0,051
Deviation by year		-1.80%	-3,4%



ENVIRONMENT

Renewable Energy Usage (Electricity)

Renewable Energy Usage (Electricity)	Average 2021-2023	2024	2025
Total Electricity Consumption (kWh)	28.094.193	30.830.619	30.663.200
Renewable Electricity Consumption (kWh)	9.616.939	12.094.665	15.636.112
Renewable Energy Share	34,2%	39,2%	51%
Deviation by year		14,6%	30%

Total water consumption

Water Consumption	Average 2021-2023	2024	2025
Water Consumption (m ³)	129.738	140.256	140.333
Water Consumption per Unit of Produced Surface Area (lt/m ²)	0,245	0,240	0,233
Deviation by year		-2%	-2,8%



ENVIRONMENT

Starch Consumption

Starch Consumption	Average 2021-2023	2024	2025
Starch Consumption (tn)	6.915	7.094	7.261
Starch Consumption per m ² (gr/m ²)	13	12,13	12,05
Deviation by year		-6,9%	-0,6%

Recycled raw material

Use of recycled raw material	Average 2021-2023	2024	2025
Total paper consumption (tn)	295.590	323.947	337.429
Recycled paper consumption (tn)	171.605	235.662	242.969
Waste Sent to Landfill (tn)	58,1%	72,7%	72%
Deviation by year		25,3%	-1%



CIRCULAR ECONOMY



Circular economy is a fundamental feature of the corrugated paper packaging industry. The nature of the material, the possibility of multiple recycling cycles, and the existence of developed collection and recycling systems allow the efficient utilization of resources and the reduction of packaging waste.

HPPA approaches the circular economy at the sectoral level, highlighting the practices implemented by its members and promoting continuous improvement at all stages of the packaging lifecycle.

Packaging Design with Circular Economy Principles

Packaging design is a critical stage in reducing the environmental footprint and improving the circularity of products. The members of the Association incorporate in the design of the packaging principles concerning:

- optimising the use of raw materials;
- the reduction of the weight and cost of production,
- the use of materials that are fully recyclable;
- facilitating post-use recycling.

Design is seen as a dynamic process, which is reviewed in collaboration with customers, with the aim of improving both the functionality of the packaging and its environmental performance.



SOCIETY

Contribution to the Economy & Employment

The corrugated paper packaging industry plays an essential role in the Greek economy, supporting a wide range of productive and commercial activities. HPPA member companies contribute to the creation of added value, the enhancement of domestic industrial production and the preservation of jobs throughout the country.

The sector directly and indirectly employs a significant number of workers, while it also supports employment through cooperation with suppliers, transport companies and recycling agencies.



Stakeholders & Dialogue

HPPA recognizes the importance of open and meaningful dialogue with industry stakeholders. Key stakeholders include:

- the members of the Association,
- employees,
- customers and suppliers,
- public and institutional bodies,
- recycling and waste management operators,
- the academic community and society at large.

The dialogue with our stakeholders takes place through institutional contacts, working meetings, participation in committees and events, as well as through the public presence and communication of the Association. This process helps to identify challenges, form common positions and improve the collective functioning of the industry.



SOCIETY

Partnerships, Training & Industry Actions

The development of partnerships and actions is a key pillar of HPPA's social responsibility. The Association supports initiatives aiming at:



Disseminating knowledge about sustainable packaging



Training of young professionals and students



Cooperation with academic and research institutions



Strengthening the image of the corrugated paper packaging sector

Through these actions, HPPA contributes to a broader understanding of the role of paper packaging, strengthening the industry's connection with society and the next generation of professionals.



ESG

The ESG (Environmental, Social, Governance) approach of HPPA is applied at an institutional level and reflects the way in which the Association coordinates and supports the efforts of its members in the fields of environment, society and institutional functioning. This Sustainability Report brings together data and practices related to all ESG pillars, without substituting the individual policies or strategies of the member companies.

GOVERNANCE & INSTITUTIONAL OPERATING FRAMEWORK

HPPA represents the industry, with a clear organizational framework and collective decision-making processes. The governance of the Association is based on the principles of transparency, equal participation of members and responsible institutional operation.

TRANSPARENCY, COMPLIANCE & ETHICS

HPPA is committed to operating transparently and in full compliance with the applicable institutional and regulatory framework. The Association supports the responsible attitude of its members towards the legislation, regulatory requirements and ethical principles that govern the industry.



Climate Challenge & Role of the Industry

Climate change is one of the most important challenges for industry and society as a whole. The paper packaging industry is called upon to actively contribute to the reduction of greenhouse gas emissions, exploiting the potential to improve energy efficiency, responsible use of resources and the circularity of materials.

HPPA approaches the issue of climate change at the sectoral level, supporting its members in monitoring relevant indicators and sharing practices that contribute to the gradual reduction of the environmental footprint.

Targets for the period 2024–2025

For the reference period 2024–2025, the Association and its members focus on realistic and measurable goals, which mainly concern:

- improving the energy efficiency of production facilities;
- the reduction of energy and water consumption per production unit,
- increasing the utilisation of recycled raw materials;
- the systematic monitoring of environmental indicators at sectoral level.



This Sustainability Report for 2024–2025 captures the collective effort of the corrugated paper packaging industry to enhance its environmental and social performance. Through the systematic recording of data and the collection of sectoral data, the progress that has been achieved is highlighted, as well as the areas in which further improvement is needed.

HPPA plays a crucial role in coordinating its members, disseminating best practices, and establishing a common sustainability reference framework. This Report serves as a tool for transparency and accountability to stakeholders and as a basis for planning future actions.

Sustainability for the corrugated paper packaging industry is not a static goal, but a continuous process of evolution. With responsibility, cooperation and common orientation, the members of the Association are committed to continuing the effort for the sustainable development of the sector and its positive contribution to the Greek economy and society.

HPPA Sustainability Report 2024-2025



Hellenic Paper Packaging Association

32 Kifisias Avenue & Romanou Melodou
Maroussi, P.C. 15125

Greece

Phone : +30 6948 22 55 55

info@hppa.gr

[LinkedIn](#) | [Facebook](#) | [YouTube](#)