

Essity Global RESH Policy



Purpose

Working at Essity means that you are entitled to a safe and healthy working environment and embrace the philosophy that environmental sustainability is everyone's responsibility. The health and safety of our employees and environmental impact to the planet are essential to our business success and in line with our Beliefs & Behaviors and ethical standards expressed in our Code of Conduct.

Scope

Our Global Risk, Environmental, Safety and Health (RESH) Policy is directed to all employees, managers, contractors and visitors within Essity.

Whether in sales, an office, a distribution center or in manufacturing, RESH is a fundamental expectation.

Compliance with this policy is mandatory for everybody who works for Essity or provide services to Essity. This policy has been adopted by our CEO and applies to all employees and all activities.

Roles & Responsibilities

We expect all employees at all levels to be role models for RESH, to lead by example and to look out and care for each other and the environment. We promote an open culture and request everyone to be attentive to and take immediate action on any conditions and behaviors that could negatively impact human safety and health or the environment.

We expect top management leaders to roll-out and communicate this policy to all employees.

We expect RESH to be a guiding star and top priority within the entire organization, with strong leadership to make it an integrated part of our operations.

Magnus Groth
President & CEO

Description

At Essity, our goal is to create a zero-incident and healthy working culture for our employees and contractors or visitors that enter our facilities, while reducing our environmental impact.

Nothing we do is worth getting hurt for, and our highest priority is that anyone who attends our sites or works anywhere for our business, should remain safe, healthy and unharmed at the end of the working day.

We set, measure, and meet our RESH goals and objectives, aligned with stakeholder needs and expectations in operationally relevant areas of identified risks and opportunities.

In terms of Risk, to achieve our goals and legal requirements, we must identify, prevent, eliminate and mitigate risks to effectively protect people, assets, reputation, environment and other business critical activities ensuring business continuity.

In terms of Health and Safety, to achieve our goals and legal requirements, we must provide safe and healthy working conditions, prevent, eliminate, mitigate, and address safety and health-related risks and promote the wellbeing of our employees. Our suppliers shall adhere to these principles as well.

In terms of Environment, to achieve our goals and compliance obligations, we must consistently meet or exceed applicable compliance requirements while integrating environmental aspects and impacts into operational planning as well as decision making. Further, our global environmental sustainability goals include key areas of emissions, forest and fiber, plastics, waste, and water.

Our 'life saving rules' are applied across all of our facilities and our RESH standards must always be followed. Any local or regional laws and regulations will be adhered to, however if our Essity standard is higher, then our internal standard will apply.

At Essity, we strive to promote healthy workplaces and enable a work environment that empowers a long-term sustainable working life. We believe that a healthy workplace builds on an open, caring and collaborative working climate where we actively aim to protect and promote the physical and mental health and wellbeing of our employees.

We promote continuous training programs to all our employees to increase capabilities and skills at all levels in terms of RESH.

Through a continuous improvement mindset, we look forward to improve our standards and our Management Systems by consultation and participation of all our employees, internal subject matter experts, workers representatives and other stakeholders.