

Stora Enso Occupational Health and Safety Policy

Version	Policy owner	Created by	Date	Approved/ reviewed by	Date of approval or last review
1.0	Group Safety	Head of Group Safety	13 September 2021	President and CEO	13 September 2021

1. Scope and approval

This Policy (the "Policy") addresses the principles and framework for how occupational health and safety⁽¹⁾ and process safety related topics concerning working at or acting on behalf of Stora Enso Oyj and majority subsidiaries of the Stora Enso group worldwide ("Stora Enso")¹ shall be approved, executed, managed and controlled.

Stora Enso's group Safety team is responsible for maintaining and developing this Policy as well as related Guidelines providing more in-depth guidance on the principles set forth by this Policy.

The Policy shall be followed throughout Stora Enso organization.

This Policy has been approved by the President and CEO. Any amendments hereto must be approved by the President and CEO, with the exception of amendments which are more of a technical nature and which do not alter the overall concept of the Policy. Such technical amendments shall be approved by the Head of Group Safety. The Policy is reviewed biennially.

2. Policy statement

The purpose of this Policy is to set the principles and framework for effective Safety Management within Stora Enso.

3. Definitions

Safety Framework: The supporting Guidelines and Instructions at group level supporting this policy.

Safety Guideline: A statement providing more in-depth guidance on the principles set forth in this policy or providing guidance on matters applicable to all Stora Enso employees.

Safety Instruction: A group-level document setting out a concrete series of steps that shall be undertaken to reach an envisaged end or a detailed guidance on actions needed in order to ensure compliance with policies or guidelines.

Safety Management: the activities of an organization and the application of the principles, framework and supporting processes as set forth in this Policy to ensure the safety of people and processes within the scope of the Group's activities.

SMT: Safety Management Team comprises of the safety representatives of the Divisions and Group functions, chaired by the head of Group Safety.

Safety Roadmap: The visualisation of the strategic plan for Safety, capturing actions and focus topics within a multi-year timeline. The Group Safety Roadmap provides order and direction for our safety journey and will translate to specific actions to be captured in annual plans at group, functional, divisional and local level.

SSG: Safety Steering Group, comprises of the heads of Operations for the different divisions and key representatives of group functions, to be chaired by the GLT member with Operational focus.

⁽¹⁾ including psychosocial safety

Practicable: able to be done or put into practice successfully.

4. Vision and strategy

Stora Enso is committed to provide a safe, healthy and reliable work environment where safety considerations are efficiently and effectively integrated into business activities and processes, in full compliance with legal and other requirements. We expect and encourage everyone to take an active role in managing safety risk to as low as reasonably practicable and in the elimination of hazards, work-related injuries and ill health. As safety is a joined responsibility we recognize the value of consultation and participation of all relevant stakeholders, including where possible and necessary i.e. workers' representatives or contractors representatives.

As such the Safety function contributes to Stora Enso's transformation and growth strategy by offering a safe and healthy work environment and reliable and efficient operations to our stakeholders and society.

Our plan to continuously improve our safety performance is documented in our Safety Roadmap and the related plans at each organisational level.

Key areas that are essential to our safety improvement efforts are further detailed in our Safety Guidelines and related documentation in our Safety Framework. Details, requirements and standardization will be established at the appropriate highest level in the organization to ensure a shared approach to safety and uniform requirements to our supply chain partners.

5. Governance and responsibility

Recognizing that the responsibility for providing and maintaining a safe work environment is an integral part of the line responsibility, starting from the President and CEO, down to the Group Leadership Team and cascading further down the line of their respective Divisions and/or Functions. The GLT has mandated the decisions on operational topics to the Safety Steering Group, comprised of the heads of Operations for the different Divisions and key representatives of Group functions, to be chaired by the GLT member with Operational focus. Consulting to the SSG is the Safety Management Team, comprised of the safety representatives of the Divisions and Group functions, chaired by the head of Group Safety.

6. Framework

To support this Policy and to structure our continuous improvement commitment in the area of occupational health and safety a Safety Framework of relevant guidelines and standards are created and maintained. This Group Safety Framework provides structure and guidance for effective risk management and continuous improvement in the respective elements and the basis for more detailed standards and procedures at Functional, Divisional or Local level.

7. Reporting and communication

This Policy shall be made available at Stora Enso's website. This policy is created in English. In case of any differences in translations English text will apply.

8. Effective date

This Policy is approved by Stora Enso President and CEO on 13 September 2021 and effective as of said date.