



StoraEnso

Stora Enso Health and Safety Policy



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This policy applies to all entities within the Stora Enso group, all employees, business partners and visitors to our premises, in all work and activities performed on behalf of our company.

Active in markets and communities around the world, Stora Enso is committed to provide a safe, diverse, and inclusive workplace. Occupational health and safety are a key priority for our employees and all those we engage with.

In our culture we value everyone's input and feedback to continuously drive improvements in health, safety, and wellbeing.

We take responsibility for the development and implementation of local health and safety management systems and to meet our objectives we shall:

- Comply to relevant laws and regulations as that is the baseline on which we operate. However, we will always strive to go beyond those requirements in our improvement efforts.
- Live by the Stora Enso Safety Principles: Safety is what we do every day; We all have a role in safety; No task is worth risking safety.
- Create a work environment at Stora Enso where people feel engaged, free to speak up and where the organisation takes an active role in the elimination of work-related hazards, injuries, and ill health.
- Take an active role in cooperation with our customers, contractors and suppliers, authorities, local communities, industry organisations and like-minded companies, to learn, gain added knowledge and inspiration for continuously improving our safety and health journey.
- Actively share good practices and drive the progress of our safety and health journey by setting ambitious targets and objectives, developing plans that are aligned at each level of the organisation and by monitoring our performance and driving improvement actions through to completion.

It is everyone's responsibility to be familiar with the applicable rules and guidelines and to never behave in a way that threatens anyone's health, safety, or wellbeing. All leaders in Stora Enso and contractors and other suppliers on Stora Enso premises have a duty to lead by example, engage in regular dialogue with employees and pay careful attention to any signs of work-related hazards.

Divisions and Functions are accountable for ensuring responsibilities are appropriately delegated throughout the organisation. The line organization is responsible for implementing this policy. Compliance with this policy is monitored through both internal and external audit programs.

On behalf of the Stora Enso Group Leadership Team.

Hans Sohlström

President and CEO