

Document ID	Version	Document Type	This Version Valid From	Page	Info. Classification
POL-35493	3.0	Policy	2023-12-18	1(3)	Public



Human Rights Policy

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This policy describes our principles and our commitment to ensure respect for human rights in accordance with the United Nations Guiding Principles on Business and Human Rights.

2. Scope

The Policy shall apply to all legal entities within the Essity Group.

3. Description

As a global company and provider of leading hygiene and health solutions, Essity supports people around the world to improve their well-being in a sustainable way. Caring for people's well-being and supporting human dignity is a fundamental part of our identity.

In addition to this policy, Essity's human rights commitments are reflected in our Code of Conduct and other company policies. Our suppliers and other business partners are expected to adhere to similar standards to those set out in our Code of Conduct. Compliance with such standards is one of the key requirements when selecting our business partners.

To safeguard compliance and efforts, Essity's human rights commitments are overseen and followed up by Essity's Compliance & Ethics team. They in turn, report to Essity's Compliance Council, which includes members of Essity's Executive Management Team.

3.1. Principles

Essity's approach to human rights is based on the United Nations Guiding Principles on Business and Human Rights and therefore we are committed to;

- actively support human rights and conduct our business in a manner that is consistent with the principles of the United Nations Global Compact, the International Bill of Human Rights, the ILO Core Conventions and the OECD Guidelines for Multinational Enterprises: to this end we are a signatory of the United Nations Global Compact;
- respect and support children's rights in our business and society, guided by the Children's Right and Business Principles. We do not accept child labor or any other forms of exploitation of children in our operation or value chain and will always strictly follow applicable national laws and international standards regarding minimum working age. When our activities impact children, we will have their best interests in mind;
- integrate human rights due diligence into our key processes and whenever we identify potential or actual negative impact, take steps to mitigate or remediate harmful activities;
- integrate the responsibility to our human rights commitments into the line management structure; and
- comply with national laws or standards and when in conflict with human rights standards, we will honour and respect the principles of international human rights.

3.2. Human rights due diligence process

Essity's process is guided by the United Nations Guiding Principles on Business and Human Rights. The Human Rights Impact Assessments (HRIA) process includes regular group level HRIAs and regular local impact assessments in countries, with focus on the risks highlighted in the group HRIA.

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Essity’s salient human rights issues are defined through a group-wide risk mapping process where the Universal Declaration of Human Rights and OECD Due Diligence Guidance for Responsible Business Conduct are used.

Essity conducts risk analysis to identify human rights and environment-related risks in Essity’s own business area and in our supply chain. The documentation of these risk analysis shall be stored if required by local legislation. The responsibility for documentation lies within each responsible organization as set out in Essity’s governance structure.

4. Change management of the policy

Revision of this Policy will be done annually or when required. Any changes as a result of revision are described in 6. Document History.

5. Follow up of this policy

The application of this Policy shall be continuously assessed by the Compliance & Ethics team.

6. Document history

Version	Description of changes from last version
3.0	updates