

COMPANY POLICY for Integrated Management System

Occupational Health Safety and Security – Environment – Social Responsibility – Chain of Custody – QUALITY – Product Safety and Hygiene – ECOLABEL – Energy

ESSITY Italy S.p.A. defines and spreads its Policy for Occupational Health Safety and Security – Environment – Social Responsibility – Chain of Custody – QUALITY – Product Safety and Hygiene – ECOLABEL – ENERGY according to the ESSITY Corporate *Vision, Mission e Beliefs and Behaviors* and applicable to the design, production and commercialization of finished products in tissue paper for household and sanitary usage of its divisions: CONSUMER GOODS and AWAY FROM HOME; commercialization of finished products for its division: HEALTH and HEALTH and MEDICAL SOLUTION. Design, production and commercialization of tissue paper in mother reels.

The Policy is according to the corporate Policies: [Code of Conduct Policy](#), [Sustainability Policy](#), [Quality Policy](#), [Hygiene Policy](#) and [Product Safety Policy](#).

The implementation of this Policy is planned, executed and verified by an IMS – Integrated Management System operating according to the following standards:

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|--------------------------------------------|-------------|
| • OCCUPATIONAL HEALTH SAFETY and SECURITY: | OHSAS 18001 |
| • ENVIRONMENT: | ISO 14001 |
| • SOCIAL RESPONSIBILITY: | SA8000 |
| • CHAIN of CUSTODY: | FSC ® |
| • CHAIN of CUSTODY: | PEFC ™ |
| • QUALITY: | ISO 9001 |
| • PRODUCT SAFETY and HYGIENE: | IFS-HPC |
| • CORPORATE SOCIAL RESPONSIBILITY: | SA8000:2008 |
| • ECOLOGICAL LABEL: | ECOLABEL |
| • ENERGY: | ISO 50001 |

The Company declares and takes the commitment:

- to communicate the Policy and the objectives of the IMS – Integrated Management System to the employees, to customers and all the stakeholders;
- to spread the principles of the Corporate CoC – Code of Conduct to the suppliers by the GHSS – Global Hygiene Supplier Standard;
- to act according to the principles of the Corporate CoC – Code of Conduct concerning programs that involve: health and safety, human rights, business ethics, employee relations and community involvement, data security and its communication
- to tend towards the objectives of:
 - ZERO accidents at work with days lost (LTA – Lost Time Accident)
 - ZERO occupational diseases
 - ZERO fires
 - ZERO environmental incidents
 - ZERO product quality/hygiene/safety incidents
 - TO MINIMIZE energy consumptions
 - TO PRESERVE natural resources
- to take in consideration the expectations of the stakeholders on defining and setting of: objectives, targets and continuous improvement programs
- to provide a workplace: healthy, safe, non-discriminatory and exciting, based on the respect and trust of the employees with the aim to facilitate the achievement of the objectives of long term of the ESSITY Group;
- to consider the prevention the founding principle of its activities concerning its IMS;
- to ensure an effective monitoring system of the main aspects related to its activities and recalled by the standards this Policy is applied to;
- to provide the human, financial, instrumental, technological and structural resources necessary to achieve the objectives, targets and improvement programs according to the standards this Policy is applied to;
- to involve the employees and their representatives (RLS, RAPPRESENTANTI dei LAVORATORI per la SA8000, RSU di sito) on the development and the following implementation of improvement programs that involve: safety, corporate social responsibility and environment;
- to identify appropriate countermeasures to reduce energy consumption and to increase when it is feasible the use of renewable and alternative resources;
- to promote the procurement of products and services efficient for their energy impacts considering the energy consumption as critical criteria on machinery procurement and on design of new process and equipment
- to promote waste prevention
- to develop continuous improvement and along the time programs, based on clear objectives and targets according to the Corporate global strategy of an environmental, corporate social and economical sustainability for every activities concerning its IMS;

- to tend to the optimization of company processes to reach the maximum level of efficiency and effectiveness in compliance to its IMS;
- to adhere absolutely strictly to the national, European regulations, laws and/or collective agreements;
- to periodically evaluate and review the conformity of the IMS – Integrated Management System to the reference standards, to the company Policy, to the programs and plans;
- to train and to make more responsible the employees, managing their skills and professional development;
- to develop the company capability to anticipate and to reply to customers/consumers needs and expectations, proposing products that improve life quality and monitoring their level of satisfaction;
- to use pulp from non controversial sources, avoiding:
 - illegal cuts
 - cuts from high conservative value areas
 - cuts from regions where the human rights are not respected
 - cuts of genetically modified plantations
 - cuts from areas with high value in plantation or other

It is given the assignment to the IMS – Integrated Management System Manager to manage the activities to achieve the objective above illustrated, by promoting the active participation and involvement of the employees and by coordinating their contributions and initiatives.

It is responsibility:

- of all ESSITY employees:
 - to participate to the necessary trainings for every activity of its IMS
 - to know and to respect all the rules on health and safety at work, policies and procedures to be applied at own workplace
 - to promptly inform own responsible of all unsafe conditions, environmental accidents, safety accidents, quality accidents (here enclosed the minor ones), hygiene accidents, near missed, accidents, fires and onset of fire that could derivate from daily work activities
 - to contribute to the achievement of the objectives taking in account own responsibilities and operating routines as defined by the IMS – Integrated Management System
- of all function, department responsible and supervisor:
 - support the IMS – Integrated Management System, by promoting objectives and targets, managing their achievement for the areas of own responsibility, assuring and verifying the full compliance to the standards, policies, procedures and internal company regulations
- of IMS – Integrated Management System Manager: to publish on the defined intranet (sharepoint – “SISTEMA di GESTIONE INTEGRATO - SGI - ESSITY ITALIA” <http://collaboration.app.sca.com/sites/QUALITYITALY/default.aspx>) the Manual, the Policy, the Procedures and Instruction; to ask the editing of process procedures and operating instruction to the process owners; to perform the internal audit; to prepare a periodical report to the Board of Directors on the performance of the IMS – Integrated Management System ; to verify the correct implementation of all instruments of the auto-control system, here enclosed the improvement proposals.

This Policy is public and available on the company intranet: ESSENTIALS to the following address <http://intranet.sca.se/Default.aspx?tabid=58023>

The Policy will be reviewed during the periodical Management Review when it will be confirmed or updated as necessary.

The Board of Directors of ESSITY Italy S.p.A.
(at least two of the Chief Executive Officers)


Massimo Minaudo
Managing Director – Commercial Director Health and Medical Solutions

Antonio Zanframundo
Operation Director Product Supply Tissue Consumer Goods Italy

