



Essity Global Human Rights Impact Assessment

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Human rights are rights inherent to all human beings, regardless of race, gender, nationality, ethnicity, language, religion, or any other status. Human rights include the right to life and liberty, freedom from slavery and torture, freedom of opinion and expression, the right to work and education, and many more. Everyone is entitled to these rights, without discrimination.



Introduction to human rights

United Nations guiding principles on business and human rights (UNGP) & OECD guidelines for multinational enterprises on responsible business conduct (OECD).

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- › Right not to be subject to slavery, servitude or forced labor
- › Right to life
- › Right of detained persons to humane treatment
- › Right to liberty and security of person
- › Right to freedom of thought, conscience and religion
- › Right to participate in public life
- › Right not to be subject to torture, cruel, inhuman and/or degrading treatment
- › Right to enjoy favorable conditions of work
- › Right of protection of child
- › Right to freedom of association
- › Right of protection of the family and the right to marry
- › Right of peoples to self determination
- › Right to freedom of movement
- › Right to form and join trade unions and the right to strike
- › Rights to freedom of opinion and expression
- › Right to equality before the law and equal protection of the law
- › Right to an adequate standard of living
- › Right to minorities
- › Right to health
- › Right to privacy
- › Right to non-discrimination
- › Right to freedom of assembly
- › Right to work
- › Right to education

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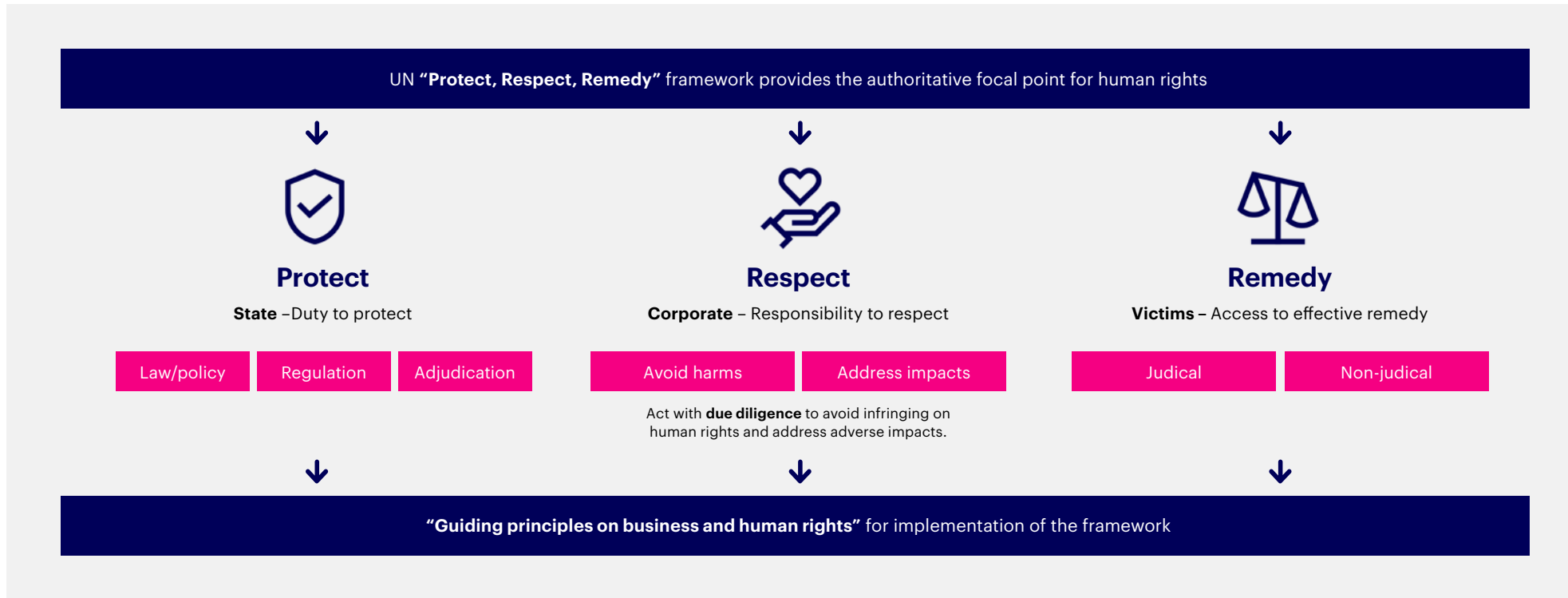
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UN guiding principles: A global standard

The “**Guiding principles on business and human rights**” establish clarity on governments’ duty to **protect** human rights and the business’ responsibility to **respect** human rights. Governments, investors, non-governmental organizations, and key CSR standards align their human rights policies and agendas with the UN guiding principles. Companies that apply the principles meet the expectations.*



*Read more about the core international human rights instruments and their monitoring bodies [here](#).

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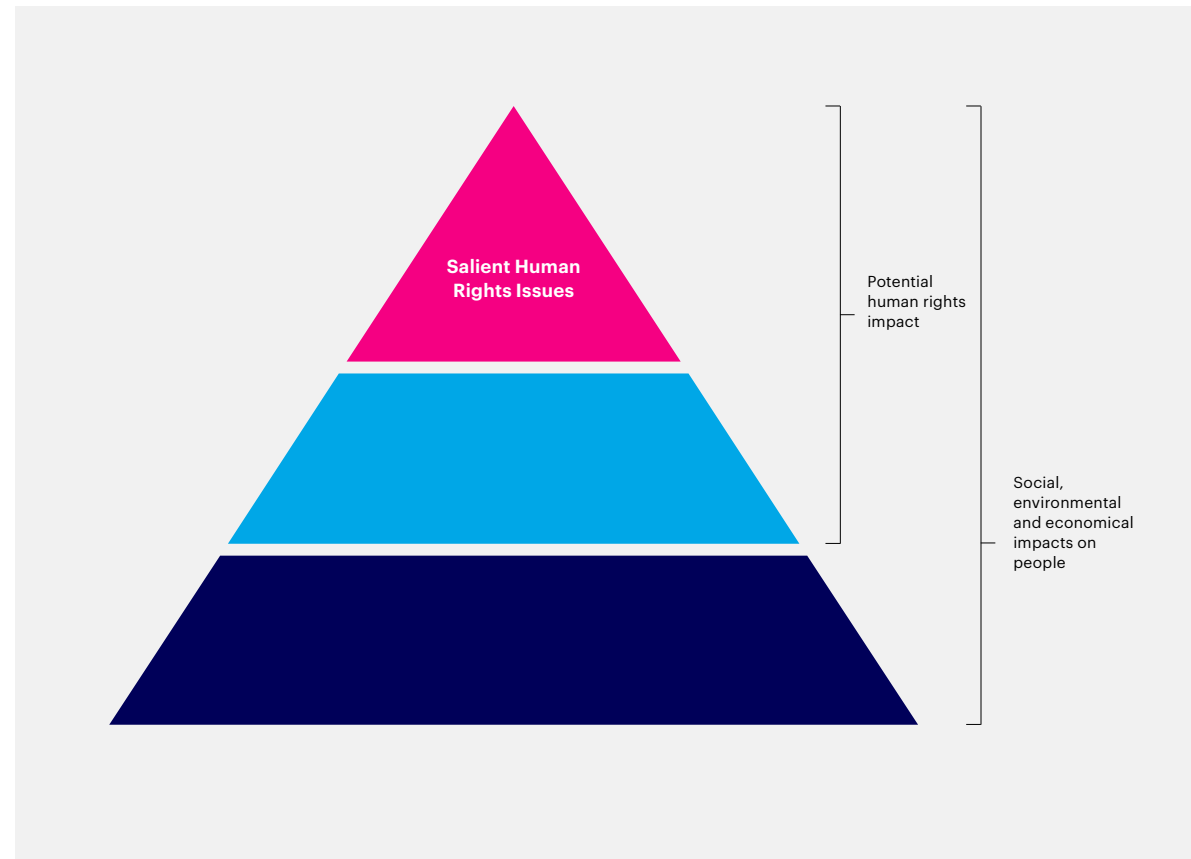
What are salient human rights issues?

Human rights impacts are the most acute social, environmental and economic impacts a company can have on people, negatively impacting their human rights.

Focus is on the risk to people rather on the risk to the business.

Salient human rights issues are the most severe human rights impacts. They stand out because they are at risk of the most severe negative impact in connection with the company's operations or value chain. These issues are the human rights priorities for the company. They need the most urgent attention to prevent actual harm from happening, or to manage the harm that has occurred.

According to the **United Nations guiding principles on business and human rights**, salient human rights issues are those that are at risk of the most severe negative impact throughout the company's value chain.



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Essity's human rights due diligence process has been in place since 2014. The process is guided by the **United Nations guiding principles on business and human rights (UNGP)** and **OECD guidelines for multinational enterprises on responsible business conduct (OECD)**, which ensures that we proactively detect and respond to any adverse human rights impact including the business actions to respect and support children's rights. The process is guided by UN Global Compact Self-Assessment Tool during the due

diligence process including the group level mapping and interviews with key stakeholders.

The framework includes human rights steering documents, training, and global human rights impact assessment, in addition to human rights due diligence integrated into our key processes.

Identifying Essity's salient human rights issues through our value chain supports internal understanding of human rights risks, gives a strategic direction for the

business on how to manage risks associated with our **workforce, workers in supply chain and affected communities** and to provide a focus for our mitigation efforts. It is therefore important for Essity to carry out global human rights impact assessments.

In addition, our annual sustainability statements outline Essity's efforts related to sustainability, including the processes in place to identify, prevent, and remediate sustainability risks across our value chain. For further details, please refer to [Essity's annual reports](#).



To safeguard compliance and efforts, the Essity human rights commitments are overseen and followed up by Essity compliance department, reporting findings on these matters to Essity's compliance council, which includes members of the executive management team.

[essity.com](https://www.essity.com)



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Essity's approach to children's rights and UN Sustainable Development Goals



Children's rights is always one of Essity's highest priorities! Children's rights and well-being is fundamental for the world's future.

Children's rights

Essity recognizes children as stakeholders who require special protection. Guided by the children's rights and business principles, we respect and support children's rights in our business and society which means that:

- We do not accept child labor or other forms of exploitation of children in our operation or value chain.
- We strictly follow applicable national laws and international standards regarding minimum working age.
- We pay special attention when having young workers in our operation.
- We follow strict requirements to ensure that all materials in our products are safe for customers, consumers including children and other vulnerable groups, our employees, and the environment. Product safety and quality are of the utmost importance for Essity.
- We have children's best interests in mind when our activities impact children and/or their parents.

UN sustainable development goals

Essity contributes to the achievement of the United Nations sustainable development goals (SDGs). Essity focuses on the following SDGs, as this is where we have our expertise and can make the greatest contribution:



We partner with different organizations such as UNF, UNHCR, International Red cross, UNFPA and others in our work to contribute to the SDGs and to support the needs of children.

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Essity's salient human rights issues

Essity's salient human rights issues are defined through our human rights impact assessment (HRIA), involving multi-disciplinary teams. The HRIA is based on the universal declaration of human rights and the OECD guidelines for multinational enterprises on responsible business conduct (OECD). Risks are rated based on severity and likelihood on rights-holders rather than impact on Essity business.

In no specific order, Essity's salient human rights issues are:

- > Health and safety
- > Forced labor
- > Working hours
- > Land rights
- > Environmental impacts

Essity's salient human rights issues are assessed to be present in Essity's **workforce, workers in supply chain** and **affected communities**.



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Workforce

- Health & safety



Workers in supply chain

- Health & safety
- Forced labor
- Working hours



Affected communities

- Land rights
- Environmental impacts

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Health and safety

Universal declaration of human rights

Article 3 – Right to life, liberty and security of person & Article 26 – Right to education



Workforce



Workers in supply chain



Ensuring a healthy and safe work environment by protecting our employees is of the highest priority. Despite health and safety being the highest priority, accidents can happen. Therefore, Essity is assessed to have an actual negative impact due to recordable injuries at the workplace and a potential negative impact on health and safety due to the risk of life-threatening or permanent injuries of employees. Essity's production environment is associated with health and safety risks, such as working with machinery that requires extensive safety equipment and training, heavy products, chemicals, and other hazardous materials.

In terms of our supply chain, we have risks associated with hazardous work in general and risks associated with a lack of appropriate safety equipment and training. Temporary and contract workers in the supply chain are the group that are assessed to be most exposed to these risks.



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Forced labor

Universal declaration of human rights

Article 4 – Freedom from slavery & Article 13 – Freedom of movement



Workers in supply chain

Forced labor, modern slavery and trafficking is regrettably still a problem. Essity does not tolerate any form of forced, bonded or compulsory labor, physical punishment or child labor and we will act on any potential or actual case in our supply chain. Every year we publish Modern slavery and Human trafficking statement on [essity.com](https://www.essity.com).

We recognize that forced labor can occur everywhere but assess that in certain countries and regions that we source from the risk is higher. Refugees and migrant workers are assessed to be a vulnerable group. With supply chain in several high-risk countries, forced labor is deemed to be one of Essity's salient human rights issues.



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Universal declaration of human rights

Article 12 – Right to privacy & Article 24 – Right to rest and leisure



Workers in supply chain



In our supply chain, excessive working hours is an identified salient issue in areas such as service sectors like logistics and maintenance works, as well as within manufacturing. This risk is higher for temporary and contract workers. Migrant workers are assessed to be a vulnerable group. The Essity global supplier standard requires that working hours comply with national laws and local industry standards. Even if there are labor laws in most of the countries we source from, they might not be enforced and may also not align with ILO standards.



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Universal declaration of human rights
Article 17 – Right to own property



Affected communities



Right to land and own property is fundamental for both people and local communities. Conflicts, corruption, land confiscations and unsustainable environmental practices will have direct impact on people. High-risk areas vary by market and vulnerable groups include minority groups and indigenous people.

As a global purchaser of fresh fiber, we recognize that our fiber sourcing can affect indigenous people and thus, land rights in our supply chain is assessed to be one of Essity's salient human rights issues.



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OECD Guidelines for multinational enterprises on responsible business conduct

Chapter 6 – Environment



Affected communities



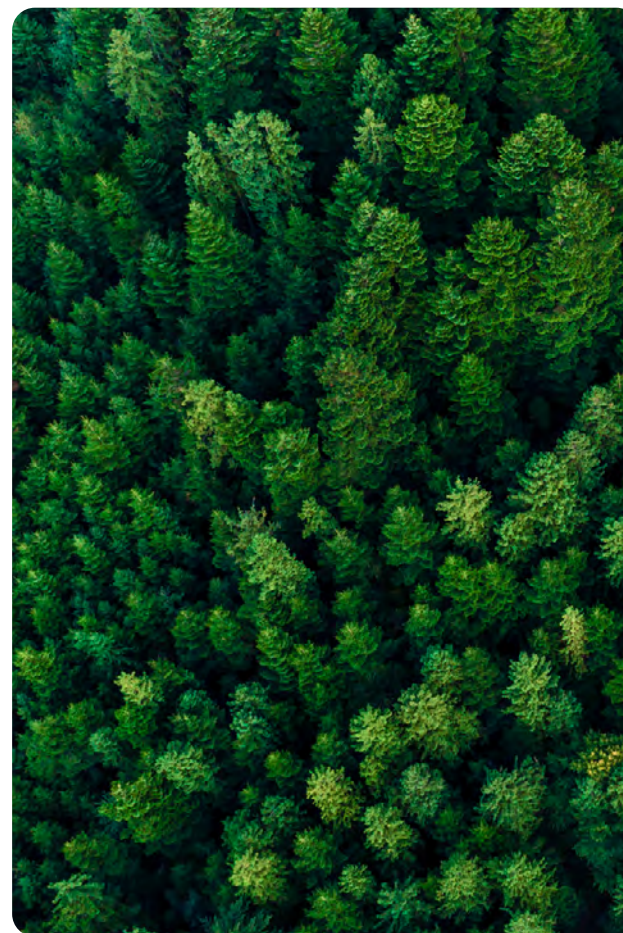
We recognize that our value chain impacts the environment, directly and indirectly and therefore have an impact on people and communities. As a global producer and purchaser of materials Essity takes responsibility in the value chain. With the purchase of wood-based fiber materials, which is one of our most important material, Essity is dependent on healthy eco systems and resilient forests.

The identified salient issue includes Essity's impact on biodiversity through fiber sourcing, water and chemical consumption, production waste and product waste after-use.

Our impact on forest biodiversity is primarily through use of wood-based fresh fiber.

Our production facilities can affect the availability and quality of water; thus, it is important to improve the efficiency of water use throughout the life cycle of our products and to improve the treatment and quality of the wastewater from supplier and our own facilities. We are committed to ensure the right to clean water and sanitation.

As with all disposable products, post-use management is important, and the lack of such management has an impact on communities and its inhabitants. A human rights-based approach to product waste after-use requires specific consideration and protection of those most vulnerable or at risk: children, waste-pickers and other workers, persons with disabilities, older persons, indigenous peoples, migrants, and minorities, while considering gender-specific risks. In certain countries these risks are higher due to weaker infrastructure for handling waste and disposable products. With many disposable products in our product portfolio, Essity aims to take responsibility for the entire life cycle of our products based on our circularity principles reduce, reuse and recycle. With less material use, we save resources and reduce waste for our disposable products. In addition, we encourage customers and consumers to use the national waste management systems to avoid litter in the environment.



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- › Universal declaration of human rights and OECD guidelines for multinational enterprises on responsible business conduct applicable for Essity's salient issues

Articles/ Chapters	Description
Article 3 – Right to life, liberty and security of person	Everyone has the right to life, liberty and security of person.
Article 4 – Freedom from slavery	No one shall be held in slavery or servitude; slavery and the slave trade shall be prohibited in all their forms.
Article 12 – Right to privacy	No one shall be subjected to arbitrary interference with his privacy, family, home or correspondence, nor to attacks upon his honour and reputation. Everyone has the right to the protection of the law against such interference or attacks.
Article 13 – Freedom of movement	Everyone has the right to freedom of movement and residence within the borders of each state. Everyone has the right to leave any country, including his own, and to return to his country.
Article 17 – Right to own property	Everyone has the right to own property alone as well as in association with others. No one shall be arbitrarily deprived of his property.
Article 24 – Right to rest and leisure	Everyone has the right to rest and leisure, including reasonable limitation of working hours and periodic holidays with pay.
Article 26 – Right to education	Everyone has the right to education. Education shall be directed to the full development of the human personality and to the strengthening of respect for human rights and fundamental freedoms. It shall promote understanding, tolerance and friendship among all nations, racial or religious groups, and shall further promote the activities of the United Nations for the maintenance of peace.
Chapter 6 (OECD) – Environment	Enterprises play a key role in advancing sustainable economies and can contribute to delivering an effective and progressive response to global, regional and local environmental challenges, including the urgent threat of climate change. Within the framework of laws, regulations and administrative practices in the countries in which they operate, and in consideration of relevant international agreements, principles, objectives, and standards, enterprises should conduct their activities in a manner that takes due account of the need to protect the environment, and in turn workers, communities and society more broadly, avoids and addresses adverse environmental impacts and contributes to the wider goal of sustainable development. Enterprises can be involved in a range of adverse environmental impacts (...).



> For more information about Essity, visit www.essity.com