Sustainability Policy

1. Purpose

Essity's policy for sustainability defines our commitment to environmental, social and economic value creation.

2. Scope

This policy is applicable for all fully owned business units within Essity.

3. Description

3.1. Principles

Essity's people & nature initiatives shall

- Support Essity's core values and Code of Conduct
- Support Essity's business strategy and goals
- Be integrated with business operations
- Be supported by clearly stated goals and KPI's
- Be based on facts, accuracy and relevance and have a systematic group wide approach
- Be characterized by openess and transparency

3.2. Description of policy

Essity strives to offer socially and environmentally sound products and services, capable of continuously meeting customers' and consumers' needs and expectations with respect to functionality, value for money, quality, safety, and environmental impact. To this end, the company places strong emphasis on the renewability and recyclability of the raw materials it uses.

Essity aims to improve hygiene standards worldwide with its hygiene solutions. By developing sustainable and innovative solutions and spreading its knowledge in hygiene, more people can live a healthy and dignified life.

3.2.1. Product development

Essity assesses the environmental and social impact of its products during the various stages of their lifespan and commits to make continuous improvements, including performance of its supply chain.

3.2.2. Business integrity

Essity shall conduct its business responsibly and in compliance with applicable legislative and regulatory requirements and act with integrity and respect. Essity is committed to the sustainable development of its business, taking relevant economic, environmental and social impacts into consideration.

3.2.3. Employee relations

Essity aims to provide a fair, safe and inspiring working environment for its employees, allowing them to reach their full potential. Essity works actively with maintaining an open, diverse and non-discriminatory workplace and with continuous improvement in health and safety in the work place.

3.2.4. Environmental management

Essity continuously reviews and challenges its objectives and targets, in order to reduce its global impact on the environment. Essity promotes appropriate, recognized Environmental Management Systems throughout its organization.

Essity has a long-term commitment to sustainable forestry practices and preservation of biological diversity. Through responsible fiber sourcing Essity ensures that none of the wood fiber in the Group's products stems from controversial sources. All fresh wood fiber based raw material in our products should be FSC® or PEFC certified or fulfill the FSC standard for controlled wood.

3.2.5. Transparency

Essity is committed to transparency and open communication about its environmental and social practices. It seeks dialogue with its stakeholders in order to contribute to the development of global best practices. Essity demands the same commitment to transparency and open communication from its suppliers and subcontractors.

4. Change management of the policy

Revision of this document is done annually or when required. Any changes as a result of revisions are described in 6. Document history.

5. Follow up of this policy

The enforcement of this policy is the responsibility of each manager.

6. Document history

Version	Description of changes from last version
6.0	2025-11-13: The text is still valid and we have not done any changes.