

Document ID	Version	Document Type	This Version Valid From	Page
GPOL-37984	3.0	Group policy	2023-03-22	1(3)



Health and Safety Policy

Contents

1. Purpose.....	2
2. Scope.....	2
3. Description	2
3.1. Principles	2
3.2. Roles and Responsibilities	2
4. Change management of the policy	3
5. Follow up of this policy	3
6. Document history	3

Document ID	Document Name	Version	Page
GPOL-37984	Health and Safety Policy	3.0	2(3)



1. Purpose

Working at Essity means that you are entitled to a safe and healthy working environment. The health and safety of our employees are essential to our business success and in line with our Beliefs & Behaviors and ethical standards expressed in our Code of Conduct.

2. Scope

Our Global Health & Safety Policy is directed to all employees, managers, contractors and visitors within Essity. Whether in sales, an office, a distribution center or in manufacturing, health and safety is a fundamental expectation. Compliance with this policy is mandatory for everybody who works for Essity or provide services to Essity. This policy has been adopted by our CEO and applies to all employees and all activities.

3. Description

3.1. Principles

At Essity, our goal is to create a zero-incident and healthy working culture for our employees and contractors or visitors that enter our facilities. Nothing we do is worth getting hurt for, and our highest priority is that anyone who attends our sites or works anywhere for our business, should remain safe, healthy and unharmed at the end of the working day.

To achieve this goal, we must provide safe and healthy working conditions, prevent, eliminate, mitigate, and address safety and health-related risks and promote the wellbeing of our employees. Our suppliers shall adhere to these principles as well.

Our 'life saving rules' are applied across all of our facilities and our health and safety standards must always be followed. Any local or regional laws and regulations will be adhered to, however if our Essity standard is higher, then our internal standard will apply.

At Essity, we strive to promote healthy workplaces and enable a work environment that empowers a long-term sustainable working life. We believe that a healthy workplace builds on an open, caring and collaborative working climate where we actively work to protect and promote the physical and mental health and wellbeing of our employees.

Through a continuous improvement mindset, we look forward to improve our standards and our Management Systems by consultation and participation of all our employees, internal subject matter experts and workers representatives.

3.2. Roles and Responsibilities

We expect all employees at all levels to be role models for health and safety, to lead by example and to look out and care for each other. We promote an open culture and request everyone to be attentive to and take immediate action on any unsafe conditions, actions and behaviors.

We expect health and safety to be a guiding star and top priority within the entire organization, with strong leadership to make it an integrated part of our operations.

Document ID	Document Name	Version	Page
GPOL-37984	Health and Safety Policy	3.0	3(3)



4. Change management of the policy

Yearly review.

5. Follow up of this policy

6. Document history

Version	Description of changes from last version
3.0	1. Adjust on wording according to ISO 45001 2. Adjust on wording referencing our suppliers.