

Modern Slavery Statement

Respecting Human Rights

Human rights are basic rights and freedoms to which all people are entitled. Essity supports and respects internationally proclaimed human rights wherever we operate. In line with the United Nations Guiding Principles on Business and Human Rights, we have integrated these principles into the Essity Group Code of Conduct, applicable to all Essity companies worldwide and their daily business practices and into the Essity Supplier Code of Conduct, shared with Essity suppliers through the Essity Global Supplier Standard.

This statement describes the steps Essity is taking to prevent modern slavery in its operations and supply chain, in accordance with the United Kingdom's Modern Slavery Act 2015.

Our approach includes a commitment to:

- uphold and communicate our values and standards at our workplace, in our operations and towards our business partners;
- ensure we have processes in place to avoid human rights abuses;
- address any negative human rights impacts which our business may cause or contribute to;
- track and communicate our performance to our stakeholders; and
- use our influence to promote and support human rights in the communities in which we operate through community engagement and external initiatives such as the United Nations Global Compact.
- ensure that we have relevant grievance channels in place, both for our own employees and for external stakeholders

Furthermore, Essity recognizes children as stakeholders who need particular protection. Guided by the Children's Rights and Business Principles we will respect and support children's rights in our business and society. Wherever Essity's business activities impact children, we will have their best interests in mind.

Child Labour

Essity does not accept child labour or other forms of exploitation of children in our operation or value chain, nor in the operations of any business partner. We will always strictly follow applicable national laws and international standards regarding minimum working age wherever we operate. If breaches were to be found in this area, the situation would be remedied as quickly as possible and with the best interest of the child in mind.

Forced Labour

We do not tolerate any form of forced, bonded or compulsory labour or physical punishment. No one may be required to lodge deposits or be deprived of their identity papers upon commencement of their employment. Under no circumstances should workers be charged fees or expenses related to their recruitment and they must always be free to leave their employment in accordance with applicable laws and providing reasonable notice. Employees must report suspicions of forced labour, child labour or physical punishment at any Essity facility or the facilities of any supplier, distributor or other business partner.

Essity has taken a variety of actions to verify the absence of forced labour, slavery and human trafficking in our supply chain, including the following:

1. VERIFICATION AND RISK ASSESSMENT:

For new suppliers, a risk assessment also covering human rights is part of the mandatory qualification process. Furthermore, Essity's major suppliers are evaluated on an annual basis from a risk perspective as a part of the Sourcing Strategy. Among the risks taken into consideration are Financial, Geopolitical, Environmental, Legal, Social/Ethical and Market/Supply. The resulting aggregated risk index for a supplier can trigger a specific Ethical Audit (further information below).

2. GLOBAL SUPPLIER STANDARD COMPLIANCE:

Suppliers are requested to comply with [Essity's Global Supplier Standard](#) that includes our Supplier Code of Conduct that states Essity's expectations on suppliers in the following areas:

- compliance with laws,
- health & safety,
- employee relations,
- business practice,
- community relations,
- privacy of data,
- environment
- respect for human rights (specific mention of child, forced or compulsory labour)

Key suppliers' operations are audited to ensure compliance with Essity's Global Supplier Standard on a regular basis.

3. SUPPLIER ETHICAL DATA EXCHANGE (SEDEX):

Suppliers are requested to share their ethical and social status through the online information tool SEDEX (Supplier Ethical Data Exchange) <http://www.sedexglobal.com/>.

4. ETHICAL AUDITS:

Essity conducts Ethical audits (carried out by accredited third-party auditors) based on the SMETA 4-pillar format that includes areas such as labour standards, health & safety and entitlement to work. The decision to initiate an audit is based on international indices such as Sedex risk ranking (based on input from e.g., World Bank, ILO, Transparency International, UNICEF, World Economic Forum) outcome from SEDEX questionnaires or outcome from Essity's own Global Supplier Standard audits.

5. CODE OF CONDUCT:

As a signatory of the United Nations Global Compact since 2008, Essity's Code of Conduct clearly states Essity's position against slavery, bonded labour and trafficking.

Internal accountability standards and procedures are defined to help confirm that employees and suppliers meet Essity standards. Supplier accountability occurs through mechanisms ranging from audit corrective actions (see ETHICAL AUDITS above) to supplier scorecards and quarterly business reviews. Essity is committed to remedy any situation where our activities have caused adverse human rights impact.

A third-party administered grievance channel, Essity's hot line, is available for all employees and external stakeholders, enabling them to report violations of Essity's Code of Conduct.

Essity's Supplier Code of Conduct obliges suppliers to report to their Essity representatives, any suspicions of a material breach of any of the supplier's obligation under the Supplier Code of Conduct, including any breach by Supplier's sub-suppliers. Also, Essity expects its suppliers to have in place effective grievance channels through which employees can report complaints and grievances about their working conditions without fear of retaliation

6. TRAINING:

All Essity supply chain management professionals are trained on the Essity Code of Conduct regularly through a variety of training approaches, from in-person, workshops to online modules. Human trafficking forced labour and other human rights related issues are consistently covered as part of the training provided. Essity's Global Supply Chain Management organization has responsibility for implementing and monitoring compliance to all the supply chain activities described above.

Our focus on slavery and human trafficking is part of a larger effort to encourage supply chain transparency and accountability. We will not tolerate forced, bonded (including debt bondage) or indentured labour, involuntary prison labour, slavery, or trafficking of persons by any Essity supplier or for any other purpose.

During 2025, a risk-based selection of suppliers in India and Mexico were invited to trainings and capacity building initiatives covering human rights and health and safety.

Responsible procurement

Approximately 68% of Essity's strategic suppliers for raw materials and finished products are located in Europe, 28% in North and South America and 4% in Asia and Africa. Many of the strategic suppliers' production facilities located in Asia and Latin America are part of large multinational corporations based in Europe and the US. This is a conscious choice by Essity to reduce the social and ethical risks within the supply chain. 20% of strategic suppliers' manufacturing units are located in high-risk countries according to the Sedex definition. These suppliers are in scope for ethical audits with a focus on health and safety, human rights, employment conditions and corruption.

At the end of 2025, Essity had a total of 1020 suppliers that share data via Sedex. Certain materials, such as cotton and wood fibre, are considered to primarily have risks lower down in the value chain. Essity takes further measures here, such as audits of subcontractors, or chooses certified raw materials that guarantee more sustainable extraction and production. The share of total purchase cost from suppliers that comply with Essity's Global Supplier Standard was 95%.

During 2025 Essity no indications of forced labor were found in the assessments of our suppliers.

Further information about Essity's Human Rights work within our own operations is found in Essity's Annual Report 2025 [Essity AR25](#) under Sustainability Statement: Workers in the Value Chain on pages 85 - 88 and under Governance Disclosures: Business conduct on pages 92 – 94.

Information about Human Rights related KPIs for Procurement and supplier base can be found in Essity's Annual Report 2025 on page 88.

Additional information about Essity's Business Ethics and Human Rights Policy and Essity's work with Human Rights can be found on Essity's home page: [Business Ethics & Human Rights \(essity.com\)](#)

A handwritten signature in blue ink that reads 'K B McNamara'.

Karen McNamara

Signed for and on behalf of

Essity UK Ltd

Essity Holding UK Ltd

Appendix: About Essity

Essity is a global, leading hygiene and health company. Every day, our products, solutions and services are used by a billion people around the world. Our purpose is to break barriers to well-being for the benefit of consumers, patients, caregivers, customers and society.

Sales are conducted in approximately 150 countries under the leading global brands TENA and Tork, and other strong brands such as Actimove, Bodyform, Cushelle, Cutimed, JOBST, Knix, Leukoplast, Libero, Libresse, Lotus, Modibodi, Nosotras, Plenty, Saba, Tempo, TOM Organic and Zewa.

In 2025, Essity had net sales of approximately SEK 138bn (EUR 13bn) and employed 36,000 people. The company's headquarters is located in Stockholm, Sweden and Essity is listed on Nasdaq Stockholm. More information at [essity.com](https://www.essity.com).

Our products and business areas

Consumer Tissue

Consumer Tissue encompasses toilet paper, household towels, handkerchiefs, facial tissues, wet wipes and napkins. Products are sold under brands such as Lotus, Tempo, Zewa, Cushelle, Plenty, Regio and Familia, as well as under retailer brands.

Health & Medical

Health & Medical encompasses the categories Incontinence Products Health Care and Medical Solutions. The offering includes incontinence products under the globally leading brand TENA and products in wound care, compression therapy and orthopaedics under brands such as Leukoplast, Cutimed, JOBST, Actimove and Delta-Cast.

Personal Care

Personal Care encompasses the categories Incontinence Products Retail, Feminine Care and Baby Care. The offering includes incontinence products under the globally leading brand TENA, pads, panty liners, tampons, leakproof apparel, menstrual cups and skincare products under brands such as Bodyform, Libresse, Nosotras, Saba and Knix as well as baby diapers and baby care products under the brands Libero, Lotus and retailer brands.

Professional Hygiene

Professional Hygiene encompasses complete hygiene solutions, including toilet paper, paper hand towels, napkins, hand soap, hand lotion, hand sanitizers, dispensers, cleaning and wiping products as well as digital solutions, service and maintenance under the globally leading Tork brand

Our Operations

Essity conducts sales in approximately 150 countries and directly manufactures products at more than 70 different sites in Europe, North America, South America, Africa and Asia. In addition to direct manufacturing, Essity also sources finished goods for select products under our brands.