

## Slavery and Human Trafficking 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.

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.

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 labor 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.

### Forced Labour

We do not tolerate any form of forced, bonded or compulsory labor 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 law or contract.

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:**

On an annual basis, Essity's major suppliers are evaluated from a risk perspective as a part of the Sourcing Strategy. Among the risks taken into consideration are Financial, Geopolitical, Environmental, Legal, Corporate Social Responsibility (CSR), Intellectual Property, and Market / Supply. The resulting aggregated risk index for a supplier can trigger a specific CSR audit.

**2. GLOBAL SUPPLIER STANDARD COMPLIANCE:**

Key suppliers are obliged to comply with Essity's Global Supplier Standard. This document includes a 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 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):**

All suppliers are instructed to share their ethical and social status through the online information tool SEDEX (<http://www.sedexglobal.com/>)

**4. AUDITS:**

Essity conduct CSR audits (carried out by accredited third-party auditors) following the SA8000 standard. Decision to initiate an audit is based on international indices such as Maplecroft's Human Rights Risk Index, outcome from SEDEX questionnaire 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 “AUDITS,” above) to supplier scorecards and quarterly business reviews.

Essity also maintains corporate-wide accountability and grievance mechanisms, which are available to both employees and external parties.

**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 is consistently covered as part of the training provided.

Essity’s Global Supply Chain Management organization has responsibility for implementing and monitoring compliance to all of 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.

Further information can be obtained in Essity’s Sustainability Report.

A handwritten signature in black ink, appearing to be 'Kevin Starr', written over a horizontal line.

**Kevin Starr**

**Essity UK LTD  
Essity Operations Manchester Ltd  
Essity Operations Ltd  
Essity Holding UK Ltd**