

# Stora Enso Occupational Health and Safety Policy

Version	Policy owner	Created by	Date	Approved/ reviewed by	Date of approval or last review
2.0	GLT Safety Sponsor	The Chair of Safety Governance Team	28 November 2022	President and CEO	1 December 2022

## 1. Scope and approval

This Policy (the "Policy") addresses the principles and framework for how occupational health and safety safety-related topics concerning working at or acting on behalf of Stora Enso Oyj and majority subsidiaries of the Stora Enso group worldwide ("Stora Enso") shall be approved, executed, managed and controlled.

Stora Enso's Group Safety Network is responsible for maintaining and developing this Policy as well as related Guidelines providing more in-depth guidance on the principles set forth by this Policy.

The Policy shall be followed throughout the Stora Enso organisation.

This Policy has been approved by the President and CEO. Any amendments hereto must be approved by the President and CEO, with the exception of amendments that are more of a technical nature, and which do not alter the overall concept of the Policy. Such technical amendments shall be approved by the Chair of the Safety Governance Team. The Policy is reviewed biennially.

## 2. Policy statement

The purpose of this Policy is to set the principles and framework for effective Safety Management within Stora Enso.

## 3. Definitions

**Safety Framework:** The Policy and supporting Guidelines at the group level.

**Safety Guideline:** A statement providing more in-depth guidance on the principles set forth in this policy or providing guidance on matters applicable to all Stora Enso employees.

**Safety Management:** the activities of an organization and the application of the principles, framework, and supporting processes as set forth in this Policy to ensure the safety of people and processes.

**Safety Sponsor:** Group Leadership Team member elected by the CEO for a two-year period at the time to support the Safety Governance Team, Group Safety Network, and secure reporting of safety matters as relevant to the CEO and designated other forums.

**Safety Governance Team:** Safety Governance Team comprises the heads of operations for the different divisions and key representatives of group functions, to be chaired by one of the division heads of operations selected for a two-year period at the time.

**Group Safety Network:** Group Safety Network comprises the safety representatives of the divisions and functions, chaired by one of the division safety heads selected for a two-year period at the time.

**Practicable:** Able to be done or put into practice successfully.

#### 4. Vision and strategy

Stora Enso is committed to providing a safe, healthy, and reliable work environment where safety considerations are efficiently and effectively integrated into business activities and processes, in full compliance with legal and other requirements. We expect and encourage everyone to take an active role to support the continuous improvement journey in safety and in managing safety risks to as low as reasonably practicable and in the elimination of hazards, work-related injuries, and ill health.

As safety is a joint responsibility we recognize the value of consultation and participation of all relevant stakeholders, including where possible and necessary i.e., workers' representatives or contractors' or suppliers' representatives.

Our plan to continuously improve our safety performance is documented in our divisions' and functions' safety roadmaps. and the related plans at each organisational level. Key areas that are essential to our safety improvement efforts are further detailed in our Safety Guidelines and related documentation in our Safety Framework. Details, requirements, and standardization will be established at the division or function level or lower in the organisation.

#### 5. Governance and responsibility

Recognizing that the responsibility for providing and maintaining a safe work environment is an integral part of the line responsibility, starting from the President and CEO, to the Group Leadership Team (GLT) and cascading further according to the line organisation of the respective divisions and/or functions. The CEO has mandated the decisions on operational topics to the Safety Governance Team supported by the Safety Sponsor.

#### 6. Framework

To support this Policy and to structure our continuous improvement commitment in the area of occupational health and safety a Safety Framework of relevant guidelines and standards is created and maintained. This Safety Framework provides structure and guidance for effective risk management and continuous improvement in the respective elements and the basis for more detailed standards and procedures at the divisional, functional or local level.

#### 7. Reporting and communication

This Policy shall be made available on Stora Enso's website. This policy is created in English. In case of any differences in translations, the English text will apply.

#### 8. Effective date

This Policy is approved by Stora Enso President and CEO on X December 2022 and is effective as of said date.

The policy has been updated on 28 November 2022 to correspond to the new safety governance structure at Stora Enso.

Version	Date	Description	Author / edited by	Approved by
1.0	13.9.2021	The first version of the new safety policy	Wolf Willems	Annica Bresky
2.0	28.11.2022	Updates related to new safety operational model	Gert Larsson	Annica Bresky