

STORA ENSO CORPORATE OCCUPATIONAL HEALTH AND SAFETY POLICY

Background and scope of the policy

Stora Enso Corporate Occupational Health and Safety (OH&S) policy is based on the corporate values, corporate business and human resource strategies, legislation concerning OH&S in the countries Stora Enso operates and agreements made between Stora Enso and different stakeholders. The OH&S policy is designed to comply with the quality management principles concerning OH&S.

OH&S are key components of Stora Enso's values and HR strategy: Motivated people create success. A healthy and safe workplace is an absolute prerequisite for this. The purpose of the Corporate OH&S policy is therefore to promote health and safety at Stora Enso workplaces and to support well-being and working ability of our employees, by focusing on effects of work-related factors and needs for development of the work environment. Stora Enso acknowledges its social responsibility also within employee well-being and OH&S.

The OH&S policy covers all Stora Enso personnel. Country-, division- and/or unit-specific OH&S policies in Stora Enso shall be based on and aligned with this Corporate OH&S policy.

The management of Stora Enso is committed to promote OH&S at all our workplaces and to continuously improve the work environment and working conditions, according to the principles of this policy. The OH&S policy and objectives derived from it shall be taken into account in the planning and development of workplaces and they shall be dealt with the employees or with their representatives, according to the regulations, rules and agreements in the appropriate country of operations.

Stora Enso wants to have a values-driven OH&S culture. Commitment of the management, employee involvement and good co-operation with all stakeholders is the very basis for that kind of a culture.

Vision for Stora Enso OH&S

Stora Enso is the top performer and quality leader also in occupational health and safety within the forest industry world-wide.

Main strategic targets for Stora Enso OH&S

- a) Stora Enso employees are healthy with good working ability.
- b) The workplaces of Stora Enso are free from accidents and work-related diseases (zero-target).

Concepts for occupational health and safety

Concept for occupational health:

To prevent work-related diseases, to promote and restore health, to develop work environment and work community, to improve working ability, motivation and performance of the employees.

Concept for occupational safety:

To ensure preconditions of safe working, to prevent accidents and work-related health hazards, to develop work environment and work community, and by these actions to improve productivity, quality and fluency of all processes.

Fundamental principles of OH&S in Stora Enso

1. OH&S is an integral part of Stora Enso's production and other activities and it is developed and managed according to the corporate OH&S policy and the principles of Total Quality Management, in order to gain a competitive edge in the business.
2. OH&S activities are carried out in co-operation between the employer, the employees, the OH&S professionals and other parties of interest, according to the legislation in the appropriate country of operations.
3. National legislation and local agreements made by the employer concerning OH&S are followed everywhere. National OH&S practices and local needs are taken into account when designing and running unit-specific activities.
4. Based on these guidelines, corporate-wide and division- and/or unit-specific OH&S management systems and documents are designed and they shall be well aligned with the other management systems of the particular entities.
5. OH&S activities and measures are based on systematic risk assessment carried out in co-operation with the employees.
6. Responsibilities and tasks within OH&S are clearly defined by the employer and communicated to all stakeholders.
7. OH&S services are provided by assigned persons trained and empowered according to national regulations.
8. OH&S measures should be proactive in order to avoid health and safety risks to the employees, focusing on adequate design of work, ergonomics and work environment, workplace analyses and hazard prevention and control.

9. Contractors and suppliers are expected to comply with the legislation and quality principles concerning OH&S in their operations and deliveries.
10. Pre-employment and periodic health examinations for the employees are performed according to the corporate guidelines and national regulations.
11. The employees are trained on OH&S –related issues and they are orientated in their jobs in order to know work-related health hazards and see OH&S as an integral part of their work.
12. Annual and longer-term targets are set for the OH&S activities, based on the OH&S strategies.
13. Fulfilment of the OH&S targets is followed-up at the unit and corporate level annually by using benchmarking-eligible measures and indicators.
14. Benchmarking and learning from best practices in various parts of Stora Enso’s global operations are used as methods for continuous improvement of OH&S.
15. OH&S activities are audited regularly in order to guarantee a continuously high quality level.

Responsibilities and tasks within OH&S

The Stora Enso Corporate Management, headed by the CEO and Deputy CEO and assisted by a designated OH&S executive reporting to the Head of Corporate Human Resources and TQM, supervises and co-ordinates the general arrangements, development and follow-up of OH&S within the company.

Responsibilities within OH&S are defined according to the national legislation. At the Stora Enso workplaces, the employer takes care of practical implications within OH&S according to corporate governance, including OH&S plans, follow-up of the fulfilment of these plans, OH&S training, safe work conduct and safe working conditions.

The employer ensures that work-related health and safety risks are evaluated and controlled, and that safe work procedures and rules are adequately established and maintained.

The employees are responsible for working safely by complying with the OH&S standards and all safety rules and regulations applicable at his/her work.

Corporate Safety and Security Management

OH&S are an essential part of Corporate Safety and Security within Stora Enso. Other activities within this field include e.g. risk management, loss protection, personnel and workplace security, information security and environmental safety.

Corporate Safety and Security is seen as one entity, covered by a common Safety, Health and Security Management System, even though specific responsibilities and management systems and guidelines are defined for different areas within Corporate Safety and Security. All efforts are made to ensure good co-operation between the various areas of Corporate Safety and Security.

STORA ENSO OYJ

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