

# Stora Enso's guidelines for social responsibility

We want to be a forerunner in sustainability. This means that economic, social and environmental responsibility should underpin our thinking and our approach to every aspect of doing business.

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## **Our approach**

We respect the cultures, customs and values of local people and societies in the many different regions where we operate. We strive to contribute to positive social and economic development and minimise any negative impacts of our operations.

We know we are stronger when our workforce includes people of different backgrounds and cultures. Building diverse teams is a priority for us.

We expect everyone in Stora Enso to follow these Guidelines for Social Responsibility.

## **Human and labour rights**

We respect and fully observe international human and labour rights. We support the UN's Universal Declaration of Human Rights and the Core Conventions of the International Labour Organisation (ILO) and other universally accepted international and regional human rights instruments as elaborated in our Human Rights Statement.

## **Health and safety**

Stora Enso strives to provide all employees a workplace that is safe, healthy and fair, in line with internationally recognised human and labour rights. No employee shall be subject to physical, psychological or sexual harassment, punishment, or abuse.

## **Diversity**

We recognise that diversity is a strength. Discrimination against any employee based on race, ethnicity, age, gender, disabilities, sexual orientation, religious beliefs, political opinions, family status, social origins or other such characteristics is prohibited.

## **Child labour**

The use of child labour is not permissible. The minimum age for employment within Stora Enso shall be in accordance with the ILO Convention No. 138 (14 or 15 years) or age specified in local legislation if higher. The employment of young persons must not jeopardise their education or their development.

## **Freedom of association**

Employees have the right to organise, join associations and bargain collectively, if they wish to.

## **Free choice of employment**

Any form of involuntary labour is prohibited.

## **Remuneration**

Wages must be paid directly to employees. Employees must be paid at least the minimum legal wage, and wages must also comply with any applicable collective labour agreement

## **Organisational restructuring**

Any organisational changes or restructuring shall be carried out with respect for all the individuals involved and with proper sensitivity to employees' needs.

**Community engagement and development**

We shall strive to be a responsible member of the communities in which we operate. This shall be facilitated through focused partnerships established at local, national and global levels. We shall encourage our employees to take part in local community work.

Our communications with all stakeholders shall be based on credibility, responsibility, proactivity and interaction. We shall consistently advocate open dialogues.

**Integrating social responsibility into our organisation**

We are committed to regularly evaluate our strengths and weaknesses with regard to social responsibility, with the goal of continuous improvement.

Our employees shall take responsibility for integrating these guidelines into their day-to-day activities, and we expect our suppliers and business partners to do the same.

We believe that through cooperation with our stakeholders we can achieve workable solutions to resolve potential conflicts. Through contacts with our stakeholders we shall actively seek to benefit from their knowledge and experience.

We are resolved to always follow these Guidelines for Social Responsibility wherever we operate.