

# Stora Enso's Human Rights Policy

## Our commitment to ensure respect for human rights in accordance with the United Nations Guiding Principles on Business and Human Rights.

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### Ambition

We are committed to fully respect human rights throughout our operations, including ensuring the observance of human rights in all relationships involving Stora Enso, and encouraging our partners to constantly improve their human rights performance. Respect for human rights is a cross-cutting element of our [Sustainability Agenda](#). We are resolved to constantly improve our own understanding of human rights and our related performance, including by continuing to provide and intensify human rights training for our own personnel, conduct ongoing human rights due diligence and sustainability audits, and to openly and transparently report on our human rights performance. We are committed to remedy situations where our activities have caused an adverse human rights impact, and to remedy those aspects of adverse human rights impacts that we have contributed to. We will strive to use our influence together with relevant stakeholders to ensure that human rights impacts linked to our activities, products or services through our business relationships are remedied and future impacts are prevented.

### Objectives

- to ensure the observance of human rights in all relationships involving Stora Enso, and at a minimum, those human rights set out in the International Bill of Rights, ILO core labor rights conventions, and UN instruments on the rights of individuals belonging to specific groups or populations that require particular attention, including but not limited to ILO C169 - *Indigenous and Tribal Peoples Convention, 1989 (No. 169)*;
- to take human rights into account across our operations from investment decisions, including mergers and acquisitions, through to divestment and decommissioning, and to encourage all our partners to constantly improve their human rights performance;
- to ensure that our suppliers respect human rights and act in full accordance with our policies and guidelines concerning human and labour rights by monitoring their performance on a regular basis, and assisting them to comply with standards, where necessary and/or terminating the business relationship for continued non-compliance, where warranted;
- to comply with those laws or standards that are most favorable to the rights-holder, where national human rights laws differ from international human rights laws or standards;
- to uphold national laws while at the same time seeking to respect the principles underpinning international human rights standards, where national laws conflict with international human rights laws or standards;
- to uphold our duty under the Universal Declaration of Human Rights, as a corporate member of society, to strive to promote respect for human rights and freedoms; and
- to observe the human rights-related principles of the UN Global Compact, relevant Children's Rights and Business Principles, and the OECD's Guidelines for Multinational Enterprises.

### Highest priority human rights

- We will focus our human rights due diligence efforts on those human rights issues on which our operations, products or services have, or could have, the most severe impact, as set out in our **Group highest priority human rights issues: commitment and scope Guidelines** and accompanying **due diligence process Instructions**.

### Other relevant human rights

We will integrate our due diligence for other human rights relevant to the forest product sector, but not of highest priority to Stora Enso operations, products or services, into existing management systems, as set out in our **due diligence process Guidelines and Instructions for other relevant human rights**.



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CEO