

Human rights: integrated into our sustainability work



Respecting human rights is an overarching theme of our Sustainability Agenda, which is the foundation and framework for sustainability at Stora Enso.

This table, although not exhaustive, presents how human rights impacts, both positive and negative, are connected to the agenda. Many of the potential impacts are connected to our eight highest priority human rights:

- Health and safety
- Fair employment conditions
- Forced labour
- Freedom of association
- Non-discrimination and non-harassment
- Land and natural resource rights acquisition and management
- Grievance mechanisms
- Children's rights (relevant to the forest sector).

For more information about Stora Enso's human rights work and performance, see our Annual Report.

Our operations and activities may impact the following human rights	Read more
EMPLOYEES AND WIDER WORKFORCE	
A safe and healthy work environment, including occupational safety, wellbeing, and access to safe and healthy air, water, and soil.	SR Employees and wider workforce
Fair employment conditions , including: <ul style="list-style-type: none"> • A clearly understood employment status and written contract • Reasonable working hours and adequate rest time • Premium payment for overtime • Annual leave • Social security benefits. 	SR Employees and wider workforce
Not be subjected to forced labour , including forced overtime, bonded labour, or human trafficking, in our operations or value chain.	Annual statement on slavery and human trafficking
Freedom of association , including the right to form and join a trade union, or another form of worker representation.	SR Employees and wider workforce
Not to be subjected to discrimination or harassment of any kind during recruitment, employment, and termination processes.	SR Employees and wider workforce
Access to grievance mechanisms to <ul style="list-style-type: none"> • Report grievances related to Stora Enso's operations and activities • Seek remedy to impacts on their human rights, which we or our supply chains have caused or contributed to. 	SR Business ethics
Privacy, including data privacy.	SR Business ethics
In addition, fair employment conditions, including working hours and compensation, help safeguard children's rights as they enable a secure and enjoyable family life. Stora Enso strives to ensure these for those caregivers who are employed by the company, and by promoting the same to our partners and suppliers.	SR Employees and wider workforce
COMMUNITY	
A safe and healthy living environment, including road safety and access to safe and healthy air, water, and soil.	SR Community
An adequate standard of living, own property, self-determination, participation in cultural life, and freedom of assembly and peaceful protest, when we acquire and manage the rights to use land and natural resources . Special attention should be given to indigenous peoples' rights.	SR Community
Access to grievance mechanisms to <ul style="list-style-type: none"> • Report grievances related to Stora Enso's operations and activities • Seek remedy to impacts on their human rights, which we or our supply chains have caused or contributed to. 	SR Business ethics Stora Enso's reporting hotline
Be treated with dignity and respect by security personnel, especially in conflict situations.	SR Human rights
In addition, we give special attention to children's rights in all work involving communities.	SR Community

SR = Sustainability report

Our operations and activities may impact the following human rights	Read more
BUSINESS ETHICS	
Access to effective remedy through grievance mechanisms , including both internal and external stakeholders.	SR Business ethics, Stora Enso's reporting hotline
Data privacy, including employees, business partners, and other stakeholders.	SR Business ethics
In addition, corruption can have adverse impacts on numerous human rights such as the rights to health, education, or fair trial. Stora Enso has a zero tolerance for corruption and implements a rigorous compliance strategy to ensure no corruption exists in our operations or value chain.	SR Business ethics Stora Enso's reporting hotline
MATERIALS, WATER AND ENERGY	
A healthy environment through <ul style="list-style-type: none"> • Preventing the excessive use of natural resources • Preventing unauthorized emissions, discharges, or damage to the natural environment from industrial operations. 	SR Materials, water, and energy Environmental guidelines
CARBON DIOXIDE	
A safe and healthy living environment, which can be impacted by climate change-related natural disasters and changes to ecosystems if greenhouse gas emissions are not controlled and reduced. Potential impacts include: <ul style="list-style-type: none"> • Reduced access to clean water and sanitation. • Inadequate standard of living through the loss of livelihoods. • Physical and economic insecurity, which risks creating climate refugees. 	SR Carbon dioxide Environmental guidelines
FORESTS, PLANTATIONS AND LAND USE	
A safe and healthy work environment when working in the forests and plantations that we own, lease, manage, or buy wood from.	SR Forests, plantations, and land use
Fair employment conditions when working in the forests and plantations that we own, lease, manage, or buy wood from.	SR Employees and wider workforce, SR Suppliers
An adequate standard of living, own property, self-determination, participation in cultural life, and freedom of assembly and peaceful protest, when we acquire and manage the rights to use land and natural resources . Special attention should be given to indigenous peoples' rights.	SR Forests, plantations, and land use SR Human rights SR Community
Access grievance mechanisms to <ul style="list-style-type: none"> • Report grievances related to Stora Enso's operations and activities • Seek remedy to impacts on their human rights, which we or our supply chains have caused or contributed to. 	SR Business ethics Stora Enso's reporting hotline
CUSTOMERS	
Buy, use, and sell safe and healthy products and have access to safe and healthy air, water, and soil processes.	SR Customers
Access grievance mechanisms to <ul style="list-style-type: none"> • Report grievances related to Stora Enso's operations and activities • Seek remedy to impacts on their human rights, which we or our supply chains have caused or contributed to. 	SR Business ethics Stora Enso's reporting hotline
Privacy, including data privacy.	SR Business ethics
SUPPLIERS	
All the above-mentioned impacts on human rights may exist in our supply chains.	SR Suppliers
INVESTORS	
Potential and current investors should receive accurate, transparent, and timely information about human rights targets and performance.	SR Investors