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# Stora Enso Occupational Health and Safety Commitment

Active in markets and communities around the world, Stora Enso is committed to a safe, diverse and inclusive workplace. Occupational health and safety are key priority for our employees and all those we engage with. A strong safety culture means that everyone is responsible for making every workday healthy and safe.

This applies to all entities within the Stora Enso group, all employees, business partners and visitors to our premises, in all work and activities performed on behalf of our company.

### **Our commitment**

Everybody home safe, everyday!

Staying safe at work and being able to return safely home is not just a nice credo, it embodies our core values and our commitment to providing a working environment and conditions free from any kind of harm. It motivates us in providing and maintaining a safe, fair, just and inclusive culture that values everyone's input and feedback as a means to continuously drive improvements in health, safety and wellbeing.

### Compliance and beyond

Compliance with relevant laws and regulations is the baseline on which we operate. However, we will always strive to go beyond those requirements in our improvement efforts. Everyone at Stora Enso is expected to speak up and to take an active role in the elimination of hazards, work-related injuries and work-related ill health.

## Working together for safety

Safety is our joint responsibility. We work with people and in communities all over the world and we welcome our stakeholders on our safety journey. Our performance in safety contributes also to making Stora Enso an attractive work environment for employees, our stakeholders and societies around us.

# Continuous drive for improvement

Our values "Lead" and "Do what's right" set our ambition level in everything we do and they constantly make us ask ourselves what more can we do, what we can do better – also in terms of safety. In order to improve, we will share good practices and drive the progress of our safety journey by challenging each other, setting ambitious targets and objectives, developing plans that are aligned at each level of the organisation and by monitoring our performance and driving improvement actions through to completion.

You have my commitment to your safety, I'm relying on yours in return.

Stay safe and take care,

Annica Bresky President and CEO

Helsinki, 6 September 2021