

# Stora Enso's Human Rights Policy

We are committed to ensuring respect for human rights in accordance with the United Nations Guiding Principles on Business and Human Rights.

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## Ambition

We work to ensure that human rights are respected throughout our operations and business relationships. We constantly improve our own understanding of human rights and our related performance.

## Objectives

- Our human rights work is guided by international principles and standards, local regulation, and our company values of 'Lead' and 'Do what's right'.
- We take human rights into account across our operations from investment decisions onwards, paying special attention to vulnerable groups, and encourage our partners to do the same.
- We engage with affected and potentially affected stakeholders to ensure that our approach and focus are valid.
- We remedy situations where our activities have caused or contributed to an adverse human rights impact and engage with affected stakeholders in finding the best solutions. We do not obstruct the access of affected stakeholders to other remedy initiatives.
- We work to raise awareness on human rights in our organization, conduct human rights due diligence, and report on our human rights performance.
- We require our suppliers to respect human and labour rights and comply with our policies and guidelines.
- Where national human rights laws differ from international human rights laws or standards, we comply with those laws or standards that are most favourable to the rights-holder.

## Prioritising human rights

We will focus our human rights due diligence efforts on those human rights issues on which our operations can have the most severe impact.

Stora Enso's **Human Rights Guidelines** outline our approach to and practices around human rights in more detail.



Annica Bresky  
President and CEO