

## COMPANY POLICY for Integrated Management System

OCCUPATIONAL HEALTH SAFETY AND SECURITY – ENVIRONMENT – SOCIAL RESPONSIBILITY – CHAIN OF CUSTODY – QUALITY – PRODUCT SAFETY AND HYGIENE – ECOLABEL – ENERGY – SUPPLY CHAIN SECURITY – MEDICAL DEVICES

ESSITY Italy S.p.A. operates in a national and international context by developing, producing and distributing, both with its own brands and with the private distributor brands, PAPER FABRIC articles and not dedicated to the care and hygiene of the person by helping to carry out its business partner activities, for incontinence and medical devices.

The mission team of ESSITY Italy S.p.A. is to work closely with our customers and business partners to understand their needs and provide a solid basis for current and future business initiatives, with particular attention to continuous improvement.

ESSITY Italy S.p.A. establishes and disseminates the Policy for its Integrated Management System\_SGI in line with the ESSITY Group's Vision, Mission and Beliefs and Behaviors for:

- design, production and marketing of finished tissue products for domestic, hygienic and sanitary use for markets:
  - Consumer Goods\_CG and Professional Hygiene\_PH
- design, production and marketing of reel tissue paper for the market:
  - Mother Reels\_MR
- marketing of finished products in the incontinence and medical devices sector (phlebology, orthopedics and wound care) for the market:
  - Health and Medical Solutions\_H & MS

ESSITY Italy S.p.A. has the primary objective of providing strategies that help identify, respond and mitigate the risks to SECURITY throughout the supply chain.

In this context and for this reason, the protection of its assets: real estate, IT and securities is of vital importance in carrying out its operations in order to achieve its business objectives while respecting and protecting its own and customers' expectations.

The implementation of this Policy is planned, executed and verified by an IMS – Integrated Management System operating according to the following standards:

- OCCUPATIONAL HEALTH SAFETY and SECURITY – ISO 45001
- ENVIRONMENT – ISO 14001
- SOCIAL RESPONSIBILITY – SA8000
- CHAIN of CUSTODY – FSC ®
- CHAIN of CUSTODY – PEFC™
- QUALITY – ISO 9001
- PRODUCT SAFETY and HYGIENE – IFS-HPC and ISO 22000
- ENERGY – ISO 50001
- MEDICAL DEVICES – ISO 13485
- SUPPLY CHAIN SECURITY – ISO 28000
- ECOLOGICAL LABEL – ECOLABEL
- LAW DECREES - DIRECTIVES and REGULATIONS applicable to specific categories of products

The Company declares and takes the commitment:

- to communicate the Policy and the objectives of the IMS – Integrated Management System to the employees, to customers and all the stakeholders;
- to spread the principles of the Corporate CoC – Code of Conduct to the suppliers by the GSS – Global Supplier Standard;
- to act according to the principles of the Corporate CoC – Code of Conduct concerning programs that involve: health and safety, human rights, business ethics, employee relations and community involvement, data security and its communication
- to tend towards the objectives of:
  - ZERO accidents at work with days lost (LTA – Lost Time Accident)
  - ZERO occupational diseases
  - ZERO fires
  - ZERO environmental incidents
  - ZERO quality / hygiene and product safety incidents
  - ZERO withdrawals and / or product recalls of any product category
  - ZERO security accidents
  - TO MINIMIZE energy consumptions
  - TO PRESERVE natural resources
- to take in consideration the expectations of the stakeholders on defining and setting of: objectives, targets and continuous improvement programs
- to provide a workplace: healthy, safe, non-discriminatory and exciting, based on the respect and trust of the employees with the aim to facilitate the achievement of the objectives of long term of the ESSITY Group;
- to consider the prevention the founding principle of its activities concerning its IMS;
- to ensure an effective monitoring system of the main aspects related to its activities and recalled by the standards this Policy is applied to;

- to provide the human, financial, instrumental, technological and structural resources necessary to achieve the objectives, targets and improvement programs according to the standards this Policy is applied to;
- to involve the employees and their representatives (RLS, RAPPRESENTANTI dei LAVORATORI per la SA8000, RSU di sito) on the development and the following implementation of improvement programs that involve: safety, corporate social responsibility and environment;
- to identify appropriate countermeasures to reduce energy consumption and to increase when it is feasible the use of renewable and alternative resources;
- to promote the procurement of products and services efficient for their energy impacts considering the energy consumption as critical criteria on machinery procurement and on design of new process and equipment
- to promote waste prevention
- to develop continuous improvement and along the time programs, based on clear objectives and targets according to the Corporate global strategy of an environmental, corporate social and economical sustainability for every activities concerning its IMS;
- to tend to the optimization of company processes to reach the maximum level of efficiency and effectiveness in compliance to its IMS;
- to adhere absolutely strictly to the national, European regulations, laws and/or collective agreements (decrees, regulations, directives, ...);
- to periodically evaluate and review the conformity of the IMS – Integrated Management System to the reference standards, to the company Policy, to the programs and plans;
- to train and to make more responsible the employees, managing their skills and professional development;
- to develop the company capability to anticipate and to reply to customers/consumers needs and expectations, proposing products that improve life quality and monitoring their level of satisfaction;
- lives the principles of the Policy in order to guarantee the maximum degree of protection towards its employees, protecting the tangible and intangible assets of its own property and its customers in order to guarantee the achievement of the business and social objectives that it has set itself
- pays the utmost attention in the analysis of potential SECURITY risks relating to the entire corporate assets with a view to effectiveness, efficiency and innovation by means of a system that involves all parties involved in the corporate processes
- defines, approves and promotes: the most suitable corporate policies, procedures, instructions, forms, processes, behaviors and technologies, aimed at guaranteeing the protection of corporate assets, periodically checking the level of effective implementation and undertaking, where necessary, the appropriate countermeasures aimed at remedying any situations of misalignment, non-compliance, maximizing synergies with the country system and with local and national institutions
- guarantees the maximum involvement of management and stakeholders in order to support corporate decision-making processes in crisis conditions, through effective and timely information flows aimed at guaranteeing business continuity and correct decision-making
- favors the enhancement, perception and knowledge of safety at all levels, promoting a process of continuous improvement in order to raise the level of overall SECURITY, through correct and informed behavior of all employees and impacting stakeholders
- supports the definition of a SECURITY regulatory body articulated on binding policies, standards and operating procedures for all Company employees and belonging to contractors who work for ESSITY Italy S.p.A.
- to use pulp from non controversial sources, avoiding:
  - illegal cuts
  - cuts from high conservative value areas
  - cuts from regions where the human rights are not respected
  - cuts of genetically modified plantations
  - cuts from areas with high value in plantation or other

It is given the assignment to the IMS – Integrated Management System Manager to manage the activities to achieve the objective above illustrated, by promoting the active participation and involvement of the employees and by coordinating their contributions and initiatives.


It is responsibility:

- of all ESSITY employees:
  - to participate to the necessary trainings for every activity of its IMS
  - to know and to respect all the rules on health and safety at work, policies and procedures to be applied at own workplace
  - to promptly inform own responsible of all unsafe conditions, environmental accidents, safety accidents, quality accidents (here enclosed the minor ones), hygiene accidents, near missed, accidents, fires and onset of fire that could derivate from daily work activities
  - to contribute to the achievement of the objectives taking in account own responsibilities and operating routines as defined by the IMS – Integrated Management System
- of all function, department responsible and supervisor:
  - support the IMS – Integrated Management System, by promoting objectives and targets, managing their achievement for the areas of own responsibility, assuring and verifying the full compliance to the standards, policies, procedures and internal company regulations
- of IMS – Integrated Management System Manager: to publish on the defined intranet (sharepoint – “SISTEMA di GESTIONE INTEGRATO - SGI - ESSITY ITALIA” <http://collaboration.app.sca.com/sites/QUALITYITALY/default.aspx>) the Manual, the Policy, the Procedures and Instruction; to ask the editing of process procedures and operating instruction to the process owners; to perform the internal audit; to prepare a periodical report to the Board of Directors on the performance of the IMS – Integrated Management System ; to verify the correct implementation of all instruments of the auto-control system, here enclosed the improvement proposals.

This Policy is made public and disseminated through publication in the corporate IT network and will be subject to review on the occasion of the Management Review with any confirmation of validity or its updating.

The Policy will be reviewed during the periodical Management Review when it will be confirmed or updated as necessary.

The Board of Directors of ESSITY Italy S.p.A.

  
Massimo Minaudo  
Managing Director – Commercial Director Health and Medical Solutions

  
Ivan Ferrini  
Operations Director Manufacturing Consumer Goods Italy