

## ***Diversity, Equity and Inclusion (DEI) Policy***

### **1. Purpose**

DEI is key in making Essity's Beliefs & Behaviors and Purpose come to life and serves as a foundational lever for fostering innovation, creativity, engagement, and profitability.

### **2. Scope**

This policy is valid within the entire Essity organization and all legal entities within the Essity Group.

### **3. Description**

#### **3.1. Principles**

Essity's DEI initiatives shall:

- Support Essity's Beliefs and Behaviors, Code of Conduct and Purpose
- Enable achievement of Essity's strategy and goals, including its' profitability
- Be supported by a clear strategy, stated goals and KPIs (key performance indicators)
- Be rooted in continuous improvement

#### **3.2. Definitions**

**Diversity** - differences within a group of people including internal, external, and dimensions of diversity.

**Equity** - mitigating historic inequalities that result in systemic disadvantages and advantages over time.

**Inclusion** - a mindset, behavior and culture that allows people to feel physically and psychologically safe and enables people to fully contribute. This requires a feedback rich environment that is appreciative of differences and results in a strong sense of belonging.

**Inclusive Leadership** – the ongoing practice of:

- Being aware of bias and mitigating your own and others' biases
- Leveraging diversity in teams to improve decisions and boost innovation
- Working to eliminate structural barriers, inequities, and social taboos that impact individuals

### 3.3. Description of policy

Essity is committed to being recognized as a diverse, equitable and inclusive organization and values the connection between DEI and our Purpose, Beliefs & Behaviors, Sustainability commitment, and business outcomes. DEI is not only the right thing to do, but also the smart thing to do, as it supports the achievement of our overall business goals and vision to be the undisputed leader in health and hygiene.

### 3.4. Measurement and KPIs

Understanding the positive impact and progression of DEI is critical for our journey. As a result, we monitor our DEI performance through both leading and lagging indicators including but not limited to global targets and ambitions, employee representation, pay equity, training and education and succession planning.

### 3.5. Organizational Structure

We recognize that purposeful action must also be guided by a meaningful structure. To ensure this takes place, we have defined a systematic approach involving senior leadership, people leaders and all employees, as well as external partnerships.

### 3.6. Open and Respectful Workplace

We engage in fair workplace practices and expect everyone to be treated with dignity and respect. We value inclusion and encourage each other to contribute and speak openly. Harassment, intimidation, bullying or other inappropriate behavior in the workplace is not tolerated.

### 3.7. Equal opportunities and non-discrimination

We place value on having a diverse workforce and our aspiration is to help every employee reach their full potential. We recruit, select, evaluate, and promote employees based on objective criteria without regard to gender, marital or parental status, ethnic or national origin, sexual orientation, religious belief, political affiliation, age, disability, or other categories protected by applicable law.

### 3.8. Reporting Channels

Essity allows employees to make reports about Essity's Code of Conduct in a safe and confidential way. The channel is available 24 hours a day, seven days a week in 25 different languages via website or by phone.

## **4. Change management of the policy**

The content of this Policy shall be reviewed on a regular basis.

## **5. Follow up of this policy**

The application of this Policy shall be continuously assessed pursuant to procedures applied by Group Function Human Resources, from time to time.

## 6. Document history

Version	Description of changes from last version
5.0	Updates towards: Diversity, Equity and Inclusion Policy.

Previously the policy's document ID was GP HR 01. The policy was first issued Oct.28 2014.