



## Ahlstrom-Munksjö Modern Slavery & Human Trafficking Statement

### Our Commitment to Human Rights

At Ahlstrom-Munksjö, we are dedicated to respecting the highest standards of human rights in our operational activities and expect the same from our suppliers. We recognize that preventing modern slavery and human trafficking is a critical global challenge and embrace our responsibility to support the wellbeing, fair treatment, and dignity of every individual our business touches.

### Our Business & Supply Chains in Brief

Ahlstrom-Munksjö is a global leader in advancing the capabilities of what fiber-based materials can do. With combined annual net sales of EUR 2.23 billion in 2017, we employ over 6,000 people and have 41 production sites in 14 countries, including the United Kingdom. We work with a large number of fiber, chemical, and other suppliers to secure the diverse inputs needed to create our portfolio of specialty fiber products. Further information about the company may be found at [www.ahlstrom-munksjo.com](http://www.ahlstrom-munksjo.com).

### Our Policies & Commitments

Ahlstrom-Munksjö has established a robust suite of company policies and commitments to international frameworks that guide every aspect of our business, including respecting human rights. These policies may be found at <https://www.ahlstrom-munksjo.com/sustainability/>.

### Our Strategy & Procedures to Prevent Modern Slavery & Human Trafficking

- Governance & Leadership:** Human rights concerns are jointly managed by the Sustainability, People & Safety, Procurement and Legal corporate functions in close coordination with our four Business Areas. These functions are fully supported by Ahlstrom-Munksjö Executive Management Team and Board of Directors to promote respect and accountability for Human Rights throughout the company operations and Supply Chains.
- Training & Capacity-Building:** Following the merger between Ahlstrom and Munksjö in April 2017, the combined company's newly adopted Code of Conduct was communicated throughout the organization. By Q1 2018, all employees had certified their awareness of the Code of Conduct, including the company's strong expectations for respecting human rights. We are establishing company Code of Conduct awareness and training opportunities at regular intervals to build human rights capacity across all our operations.
- Risk Assessment & Monitoring for Performance:** Ahlstrom-Munksjö's newly built global corporate Procurement team is leading efforts to ensure our suppliers understand and adhere to our Supplier Code of Conduct expectations, including human rights provisions. We are currently finalizing due diligence and auditing procedures for the newly combined company with more diverse supply chains.
- Encouraging the Reporting of Potential Violations:** Possible violations of company policies or any laws and regulations may be reported to any manager, the People & Safety or Legal functions, to a dedicated and confidential mailbox ([codeviolation@ahlstrom-munksjo.com](mailto:codeviolation@ahlstrom-munksjo.com)), or anonymously through the SpeakUp channels (phone or web).
- Transparency:** We report according to the core requirements of the [Global Reporting Initiative \(GRI\)](#) standards to ensure timely and transparent information is shared with all our stakeholders. Our Annual and Sustainability Report includes updates on our human rights policies, procedures, and performance and can be found at <https://www.ahlstrom-munksjo.com/sustainability/reporting--certification/>.

### Our Path Forward

The global challenge of preventing modern slavery and human trafficking will require long-term commitment and an evolving strategy. Ahlstrom-Munksjö will continue to strengthen our approach and share our progress as we work to ensure our company respects the dignity and wellbeing of everyone touched by our value chain. This statement constitutes Ahlstrom-Munksjö's Slavery and Human Trafficking Statement for the 2018 financial year. It has been approved by the Ahlstrom-Munksjö Board of Directors on August 29, 2018.

A handwritten signature in blue ink, appearing to read 'Hans Sohlström', written over a horizontal line.

Hans Sohlström, President and CEO