

## **SUSTAINABILITY POLICY**

**AHLSTROM-MUNKSJÖ OYJ**

**Business Identity code 2480661-5**

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## Introduction

Ahlstrom-Munksjö is one of the world's leading players in sustainable and innovative fiber-based solutions. Our mission is to expand their role for a sustainable everyday life.

This Sustainability Policy is a business strategic document that is approved by the Board of Directors of Ahlstrom-Munksjö. It covers Ahlstrom-Munksjö's aspirations to People, Planet and Prosperity, outlining the foundation to sustainability agenda of the company.

In 2017, Ahlstrom-Munksjö signed the United Nations Global Compact to demonstrate our commitment to the Ten Principles on human rights, labour, environment and anti-corruption. We are committed to ensure that they are part of our strategy, culture and day-to-day operations.

We use the 17 United Nations Sustainable Development Goals as a reference in our sustainability work. Through communication with our stakeholders we have also identified material topics relevant to our business. We focus on these areas to integrate sustainability into how we operate, source and manufacture the products that we design and deliver. As such, every employee is a valuable contributor to integrate these sustainability elements to their daily work. We reinforce and build new partnerships with our stakeholders and strive to create trust through respect and transparency and to engage in collaborative projects particularly on the Sustainable Development Goals.

## Our Sustainability Priorities

### People

We aspire to develop a safe and responsible culture. We aim to promote wellbeing through ensuring motivated and satisfied employees who are equipped with training, feedback and managerial support. We strive for a safe workplace through training as well as minimizing risks and preventing incidents.

Business Ethics is in the core of our operations. We work towards equality and diversity at all our operations and have issued the Modern Slavery Statement.

While we are proud of our achievements so far, we aspire to do more. We will continue to use our innovative talent to engage our people to contribute to the long term sustainable success of the company.

### Planet

Our commitment to environment include the responsible use of raw materials, energy, water and to protect biodiversity and local communities. We work to avoid waste, hazardous materials and to mitigate any risks related to our operations.

Environment is important to us with priority lying in emission reduction, efficient water management and responsible consumption. We work to reduce CO2 (Scope 1, Scope 2 and Scope 3) impact with the action plans and to manage water consumption responsibly with a high emphasis on water stressed areas. We also prioritize sustainable procurement with a specific process on mitigating risk through CSR supplier audits.

### Prosperity

We find collaboration with customers and suppliers in different segments hugely beneficial, because that inspires us to innovate. Our priority in regards to prosperity is to create smart solutions by our people, technical platforms and to collaborate across our value chain. This supports our ambition to conduct business responsibly and ensure smart solutions for sustainable everyday life also in the future. Through ensuring a stable cash generation and earnings we secure the continuity of our operations, and thus safe guard our company for all stakeholders.



## **Governance**

VP, Group Sustainability & Public Affairs oversees the sustainability agenda and reports to the EVP Sustainability, Innovation and Commercial Excellence in the Executive Management Team. The Ahlstrom-Munksjö Sustainable Business Council (AM SBC), composed of members from throughout the organization, will help guide the sustainability work integrated into the business operations.

The Audit Committee oversees the sustainability work carried out in Ahlstrom-Munksjö.

## **Timeliness and revision**

This Policy is subject to annual review and has first been approved by the Board of Directors of Ahlstrom-Munksjö Oyj on 24 October 2017.