

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 net sales of approximately EUR 3 billion in 2018, we employ over 8,000 people and have 45 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.

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

- 1. Governance & Leadership:** Human rights concerns are jointly managed by the Sustainability, People & Safety, Procurement and Legal corporate functions in close coordination with our 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.
- 2. Training & Capacity-Building:** Following the merger between Ahlstrom and Munksjö in April 2017, an updated Code of Conduct was adopted and communicated throughout the organization. In order to make sure that all employees are both aware of and understand Ahlstrom-Munksjö's Code of Conduct, an e-learning training program was launched in 2018 involving all employees. All employees are expected to complete the course during 2019 and it will form part of our introduction package for new hires going forward.
- 3. Risk Assessment & Monitoring for Performance:** Ahlstrom-Munksjö's global corporate Procurement team is leading efforts to ensure our suppliers understand and adhere to our Supplier Code of Conduct expectations. Ahlstrom-Munksjö's Supplier Code of Conduct establishes clear, non-negotiable minimum requirements related to legal compliance, human rights and the prevention of child labor, among others. We are currently finalizing due diligence and auditing procedures for the combined company with more diverse supply chains. For 2019-2020 the target is that all of our chemical and fiber suppliers have signed the Supplier Code of Conduct or are considered compliant.
- 4. 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), or anonymously through a whistleblowing channel SpeakUp (phone or web).
- 5. 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. We have EcoVadis Gold rating which means we are in the top 1% of suppliers assessed, regardless of their industry. EcoVadis is one of the leading systems for evaluating suppliers' environmental aspects, working conditions, social responsibility, and procurement practices. Our Annual and Sustainability Report includes updates on our human rights policies, procedures, and performance and can be found at www.ahlstrom-munksjo.com.



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 2019 financial year. It has been approved by the Ahlstrom-Munksjö Board of Directors on September 26, 2019.

Hans Sohlström, President and CEO