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Diversity Policy

1. Purpose

The foundation for this policy is that diversity fosters innovation, creativity and profitability.

2. Scope

This policy is valid within the entire Essity organisation, including the board of directors and all legal entities within the Essity Group.

3. Description

3.1. Principles

Diversity increases the awareness of the company's organization and business and is considered to result in a more efficient organization. Therefore, Essity shall in particular consider the interest of diversity and breadth amongst its employees and strive for gender equality.

All co-workers shall be treated with dignity and respect and be offered an opportunity to develop in their career.

Essity values and promotes increased diversity amongst its co-workers.

All employees and board members will be recruited, selected, evaluated and promoted on the basis of objective criteria without regard to their gender, marital or parental status, ethnic or national origin, sexual orientation, religious belief, political affiliation, age, disability or other categories protected by applicable law.

3.2. Description of policy

The policy shall be interpreted and applied in the light of Essity's Code of Conduct and legislation pertaining to gender equality or diversity, as in force from time to time.

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.

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6. Document history

Version	Description of changes from last version
4.0	Annual update clarification that the board of directors are included.

Previously the policy's document ID was GPOL-00368. The policy was first issued Oct.28 2014.