

Essity's Human Rights Framework

2020

Human Rights at Essity



Key human rights documents

- Universal Declaration of Human Rights (UDHR)
- International Covenant on Civil & Political Rights (ICCPR)
- International Covenant on Economic, Social & Cultural Rights (ICESCR)
- International Labour Organization Core Labor Conventions
- Convention on the Rights of the Child

UN Guiding Principles: A Global Standard

The “**Guiding Principles on Business and Human Rights**” establish clarity on governments’ duty to *protect* human rights and the business’ responsibility to *respect* human rights.



**Unanimously endorsed
by the UN Human Rights
Council**

Governments, investors, NGOs, and major CSR standards are aligning their human rights policies and agendas with the UN Guiding Principles. Companies that implement the principles will meet their expectations.

Children's Rights and Business Principles - Embedded in our Framework for Human Rights

- Developed by Save the Children, UNICEF and UN Global Compact
- Built on the UN Guiding Principles
- Sets out **business actions to respect and support** children's rights
- Children's rights are outlined by the Convention on the Rights of the Child, and the International Labor Organization's Convention No. 138 on Minimum Age and Convention No. 182 on Worst Forms of Child Labor.
- As a producer of products used by children, employer of children's caregivers, a responsible corporate citizen and a signatory of UN Global Compact – Essity has the responsibility to follow these principles.



Essity Commitment to the United Nations Sustainable Development Goals

Goals directly connected to Human Rights

SUSTAINABLE DEVELOPMENT GOALS



It is important for companies to not only advancing the SDG's that are in focus, but also ensure they do not negatively impact the fulfillment of the goals.

Essity's Framework for Human Right Due Diligence

*Essity's approach to human rights is informed by the United Nation's Guiding Principles on Business and Human rights (UNGPs)**

2004 – Human rights has been a part of the company's Code of Conduct

2014 – First global human rights risk mapping

2016/2018 – Regional risk mapping in Latin America with focus on risks highlighted in the global risk mapping 2014

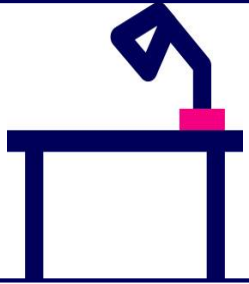
2018 – Update of Code of Conduct

2019 – Update of Framework for Human Right Due Diligence and Renewed global mapping of salient issues

2020 - Local risk mapping in India with focus on the risks highlighted in the global mapping 2019



Methodology



Group level mapping

- Mapping Universal Declaration of Human Rights (UNDHR) – probability / severity for various stakeholders
- Desktop review of key reports
- Review current mapping to define risk areas
- Assessing current and short-term (0-3 years) likelihood and severity for the individuals affected (impact) on the rights included in Universal Declaration of Human Rights



Group level impact assessment (to be performed every 3 years)

- Interviews with key staff
- Define most salient human rights issues on group level
- Highlight focus areas for children's rights
- Assess level of preparedness and risk management
- Recommend actions/improvements on group level



Local level risk assessment (performed in between global assessments)

- Questionnaire focused on most salient human rights risks highlighted in the group level impact assessment
- Interviews with key staff
- Workshop session with countries/sites to explain findings
- Country / site to generate action plan

