



Working Environment policy for BillerudKorsnäs

1. Introduction and purpose

BillerudKorsnäs' mission is to challenge conventional packaging for a sustainable future. The company has a leading position as an innovative and sustainable operator in the global paper and packaging industry with operations and a presence all over the world.

BillerudKorsnäs Policy for a safe working environment is a foundation of leadership and consideration for the individual to drive the business forward and to help to ensure long-term efficiency and profitability, as well as to strengthen our competitiveness.

The Safety policy expresses overarching principles and general obligations for the working environment and safety. Underlying directives, processes and procedure descriptions that contains more detailed rules about the working environment and safety supplement the Policy.

2. Scope and application

This Group Policy applies to BillerudKorsnäs and its subsidiaries ("BillerudKorsnäs" or the Group) and covers BillerudKorsnäs' global business activities and operations. The Policy applies to everyone who works at BillerudKorsnäs or for BillerudKorsnäs, including board members, employees, interns and entrepreneurs ("representatives"). The owner of the Policy is responsible for communication and implementation of the Policy. All representatives of BillerudKorsnäs are, however, individually responsible for reading, understanding and complying with the Policy.

3. BillerudKorsnäs' undertakings

We consider a safe working environment to be a fundamental value, condition and corporate responsibility that shall govern all activities and conduct within the Group.

We are convinced that all work-related accidents and illnesses can be prevented by:

- Ensuring that the working environment is an integral component of all activities and decisions in the entire company
- Cooperating to prevent accidents and work-related illnesses by identifying, assessing and eliminating risks
- Systematically identifying and eliminating underlying causes of accidents and incidents that occurred, with the purpose of preventing them from happening again
- Ensure that all managers and leaders lead operations safely
- Clearly demonstrate for everyone in the company that everyone has a personal responsibility for the working environment
- All employees have access to all necessary instructions, training and equipment needed to facilitate safe working methods
- We shall comply with all statutory requirements of authorities or other legal parties
- We shall set clear goals and regularly monitor them to ensure that they are achieved
- We learn from each other to prevent incidents.





BILLERUDKORSNÄS

4. Non-compliance and reporting

BillerudKorsnäs' Representatives are encouraged to report breaches (including suspected breaches) of the Policy to their immediate manager, their local HR Business Partner or to the Group's General Counsel or Corporate Compliance Manager. Anonymous reporting can be made through BillerudKorsnäs Confidential Reporting System (Speak-Up Line). Any participation in a violation of this Policy or applicable law may be grounds for disciplinary and/or legal action. If you have questions or feedback on the Policy, please contact the Policy Owner or the Group's Corporate Compliance Manager.



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