



Keeping **healthy,** being safe

Employee well-being is a basic prerequisite for good performance.

Employee well-being and occupational health and safety (OH&S) are seen as top priorities at Stora Enso. Personnel are entitled to healthy and safe workplaces.

Stora Enso is committed to a values-driven approach to health and safety, involving management, employees, and all the Group's stake-

holders. The vision is for Stora Enso to be a top performer and quality leader in occupational health and safety within the forest industry worldwide.

Implementing OH & S Policy

The Stora Enso Safety, Health and Security Management System has been designed as a practical tool for

continuous improvement in these areas in all parts of the Group. The system is compatible with Stora Enso Excellence 2005 principles, international quality standards concerning safety, health, and security (e.g. OHSAS 18001, BS 8800, SCC), and ILO guidelines.

Many Stora Enso mills have had

their safety, health, and security management systems certified by an accredited certification body, and corporate management strongly supports this process. For instance, the following units have had their systems certified: Berghuizer Mill (OHSAS 18001), Anjalankoski, Kotka and Summa Mills (BS 8800), and Baienfurt Mill (SCC). Stora Enso's occupational health services in Finland also have ISO 9001 certification, the first of its kind.

To implement OH & S policies and meet management and employee expectations, Stora Enso's divisions have set their own division-specific OH & S objectives. Individual mills and business units have launched unit-specific OH & S programmes and initiatives, and established occupational safety targets.

The Fors experience

Several programmes focusing on employee well-being and OH & S were implemented in 2002. The issues of absenteeism and long-term health were addressed at Swedish units, based on the pioneering work done at the Fors Mill.

An employee is determined as coming into the category of long-term healthy employees if he or she has not been away from work because of ill health for two years. In December 2002, the Fors Mill was nominated as the Most Healthy Company in 2002 in Sweden by Korpen Sporthuset AB and Dagens Industri in a competition with 29 other companies.

The Fors Mill was the winner both

in the category of companies with more than 300 employees and in the whole competition. A project cover-

*Langerbrugge Mill
– no time lost
due to accidents
in 18 months.*

ing long-term healthy employees and involving all Stora Enso's Swedish units has been launched, and the target is that 40% of employees come into this category.

Early actions pay off

In Finland, much emphasis has been placed on early rehabilitation, to ensure that employees showing signs of diminished working ability have the opportunity to attend a week-long early rehabilitation course when needed. The course prioritises proactive measures to maintain and improve mental and physical working capacity, with tailor-made support and follow-up provided by Stora Enso's occupational health care professionals.

A new programme has also been launched in Finland focusing on increasing safety awareness among contractors and suppliers. When the system is fully applied, everyone employed by a contractor or supplier will have to attend safety and security training, followed by an examination, before receiving a safety pass to work at a Stora Enso site. A similar process

is ongoing in Stora Enso units in North America.

Much emphasis has been put on accident prevention, and many units have been successful in this area. For example no accidents resulting in lost work days had taken place at the Langerbrugge Mill for a period of 18 months by the end of the year 2002.

OH & S Management

Stora Enso Corporate Management, headed by the CEO and Deputy CEO and assisted by a designated OH & S executive reporting to the Head of Corporate Human Resources and TQM, supervises and coordinates the management, development, and follow-up of OH & S within the Group. At the country level, responsibilities are defined in line with the requirements of national legislation.

Under the Group's principles of corporate governance, Stora Enso coordinates OH & S plans, follows up the fulfilment of these plans, provides OH & S training, and promotes and monitors safe work conduct and working conditions. Risk analysis and prevention forms an integral part of this. Employees are responsible for working safely by complying with OH & S standards and all applicable safety rules and regulations.

Stora Enso also works through collaborative bodies, including the Group's European Works Council, Divisional Works Councils, and unit/mill health and safety committees. ■

OH & S Policy

Stora Enso's Corporate OH & S policy is based on the Group's corporate values, corporate business and human resource strategies, national OH & S legislation, and agreements made between Stora Enso and its stakeholders. The policy is

designed to comply with quality management principles, and covers all Stora Enso personnel. Country-, division- and/or unit-specific policies are based on and aligned with the Corporate Policy.

The Corporate Policy is based on two

strategic targets: All employees are healthy and capable of working to their full ability; and workplaces are accident- and work-related disease-free.