

Environmental and social responsibility policy

Responsible business

Stora Enso is committed to developing its business towards ecological, social and economic sustainability. These tasks are recognised as shared responsibilities within Stora Enso enabling a continuous improvement of our operations.

Eco-perspective

Stora Enso's objective is to supply customers with products and services that satisfy various needs related to printed communication, packaging and construction purposes. These products are mainly produced from renewable raw materials, and are recyclable and safe to use.

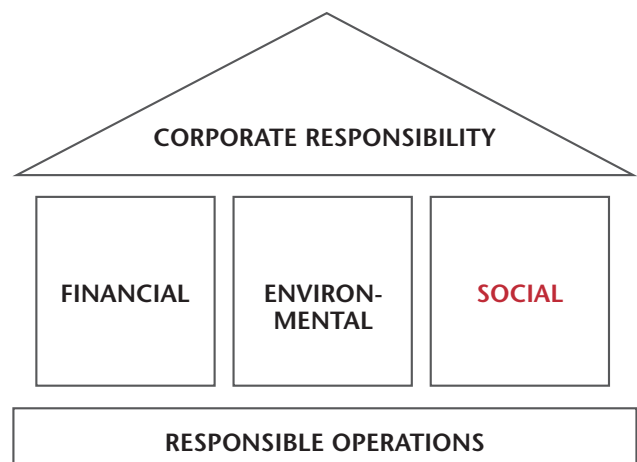
The concept of product life cycle guides our environmental activities and provides the framework for our efforts. We expect the same commitment from our suppliers and partners so that at every stage, from raw material to the end product, the impact on the environment will be minimised.

Social respect

As an international company, Stora Enso acknowledges its role as a model company in the global, national and local society. Our attitude shall be characterised by respect for the cultures, customs and values of individuals and groups in countries where we operate. When developing our business to earn credibility, we will comply with and when necessary go beyond the requirements of national standards and legislation.

Transparent interaction

In order to continuously strengthen our operations and develop environmental and social issues in a sustainable way, Stora Enso considers an open discussion and interaction with all stakeholders, both governmental and non-governmental, as fundamental.



The Stora Enso principles for corporate social responsibility

Business Practice

- Cooperation between Stora Enso and our stakeholders shall be open-minded, fair and based on equal terms.
- Practices defined as bribes, kick-backs, price-fixing and similar behaviour are prohibited.
- Employees must avoid conflicts of interest between their private financial activities and the conduct of company business.
- All business transactions on behalf of Stora Enso must be reflected accurately and fairly in the accounts of the company.

Communication

Communication is based on credibility, responsibility, pro-activity and interaction. These apply equally to all stakeholders. We advocate an open dialogue.

Community Involvement

We shall be a responsible member of the communities in which we operate through focused partnerships at local, national and global levels. We encourage our employees to take part in the local community work.

Reduction in Workforce

Any reduction necessary in the workforce shall be carried out with respect for the individual and proper sensitivity to employees' needs.

We support the UN's Universal Declaration on Human Rights and the core conventions of the International Labour Organization (ILO), from which Stora Enso has derived the following principles:

Working conditions

Our employees are entitled to safe and healthy workplaces. No employee shall be subject to any physical, psychological or sexual harassment, punishment or abuse.

Diversity

We recognize diversity as a strength. Discrimination against any employee in respect of race, ethnic background, gender, disability, sexual orientation, religion, political opinion, maternity, social origin or similar characteristic is prohibited.

Freedom of association

Employees have the right to organise, join associations and bargain collectively, if they wish to.

Free choice of employment

Any form of involuntary labour is prohibited.

Child labour

Use of child labour is not permissible. The minimum age for employment shall be in accordance with the ILO convention (14 or 15 years) or the age specified by local legislation if higher. The employment of young persons shall not jeopardise their education or their development.

Remuneration

Wages shall be paid direct to the employees. Employees shall be paid at least the minimum legal wage or the wage specified in an applicable collective labour agreement.

Working hours

Working hours shall not exceed 48 hours and overtime 12 hours per week on average over a year, unless other conditions are specified in local laws or an applicable collective labour agreement.

Key stakeholders

Customers

All current and potential companies and individuals that choose our company to provide goods or services to them.

Employees

All employees of the company and employees in operations controlled by the company.

Investors

All current and potential owners of our company's equity and debt.

Partners

- Suppliers
- Co-investors and those who join us in other mutually beneficial activities.
- Trade and business associations of which we are members.

Society – Civil

The individuals in our neighbouring communities. Organisations engaged in civic and charitable work as well as non-governmental organisations.

Society – Governmental bodies and administrators

Local and national governmental bodies, administrators, politicians/elected officials and transnational bodies such as the UN.