



Essity's Global Human Rights Impact Assessment

2022

Contents

- Introduction to Human Rights** 3
- What Are Human Rights? 4
- UN Guiding Principles: A Global Standard 5
- What Are Salient Human Rights Issues? 6

- Essity’s Human Rights Framework** 7
- Essity’s Human Rights Framework 8
- Status and Progress 9
- Human Rights Due Diligence Integrated into Our Business 10
- Essity’s Approach to Children’s Rights and UN Sustainable Development Goals 11

- Essity’s Salient Human Rights Issues** 12
- Essity’s Salient Human Rights Issues 13
- Health and Safety 14
- Forced Labor 16
- Working Hours 17
- Fair Wages 18
- Discrimination 19
- Land Rights 20
- Environmental Impacts 21

- Appendix** 22



Introduction to Human Rights



What Are Human Rights?

Human rights are rights inherent to all human beings, regardless of race, gender, nationality, ethnicity, language, religion, or any other status. Human rights include the right to life and liberty, freedom from slavery and torture, freedom of opinion and expression, the right to work and education, and many more. Everyone is entitled to these rights, without discrimination.

Right not to be subject to slavery, servitude or forced labor	Right to life	Right of detained persons to humane treatment	Right to liberty and security of person
Right to freedom of thought, conscience and religion	Right to participate in public life	Right not to be subject to torture, cruel, inhuman and/or degrading	Right to enjoy favorable conditions of work
Right of protection of child	Right to freedom of association	Right of protection of the family and the right to marry	Right of peoples to self determination
Right to freedom of movement	Right to form and join trade unions and the right to strike	Rights to freedom of opinion and expression	Right to equality before the law and equal protection of the law
Right to an adequate standard of living	Right to minorities	Right to health	Right to privacy
Right to non-discrimination	Right to freedom of assembly	Right to work	Right to education

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. The principles were 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.

Key Human Rights' Documents

Human rights are codified in international law through The International Bill of Human Rights, consisting of the:

- Universal Declaration of Human Rights (UDHR)

- International Covenant on Civil and Political Rights (ICCPR)
- International Covenant on Economic, Social and Cultural Rights (ICESCR)
- International Labour Organization Core Labor Conventions (ILO).



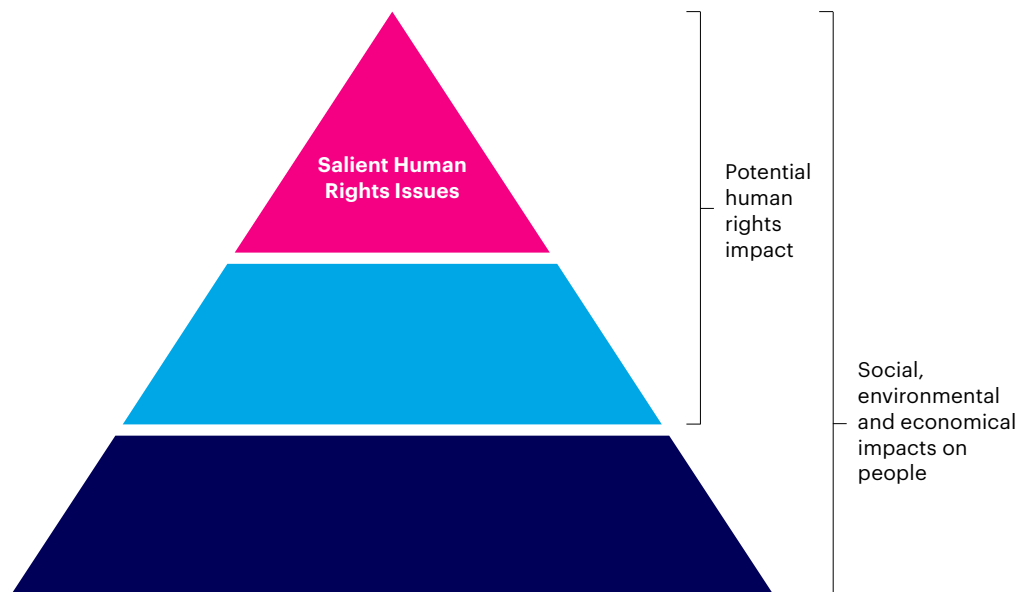
What Are Salient Human Rights Issues?

Human rights impacts are the most acute social, environmental and economic impacts a company can have on people, negatively impacting their human rights. Focus is on the risk to people rather than on the risk to the business.

Salient human rights issues are the most severe human rights impacts. They stand out because they are at risk of the most severe negative impact in connection with the company's operations or value chain.

These issues are the human rights priorities for the company. They need the most urgent attention to prevent actual harm from happening, or to manage the harm that has occurred.

According to the United Nations Guiding Principles on Business and Human Rights, salient human rights issues are those that are at risk of the most severe negative impact throughout the company's value chain.





Essity's Human Rights Framework



Essity's Human Rights Framework

Essity's human rights due diligence process has been in place since 2014. The process is guided by the United Nations Guiding Principles on Business and Human Rights and OECD Due Diligence Guidance for Responsible Business Conduct, which ensures that we proactively detect and respond to any adverse human rights impact including the business actions to respect and support children's rights. The UN Global Compact Self-Assessment Tool is used during the due diligence process including the group level mapping and interviews with key stakeholders.

Identifying Essity's salient human rights issues throughout our value chain supports internal understanding of human rights risks, gives a strategic direction for the business on how to manage risks associated with our Workforce,

To safeguard compliance and efforts, the Essity's Human Rights commitments are overseen and followed up by Essity Compliance department, reporting findings on these matters to Essity's Compliance Council, which includes members of the Executive Management Team.

› [essity.com](https://www.essity.com)

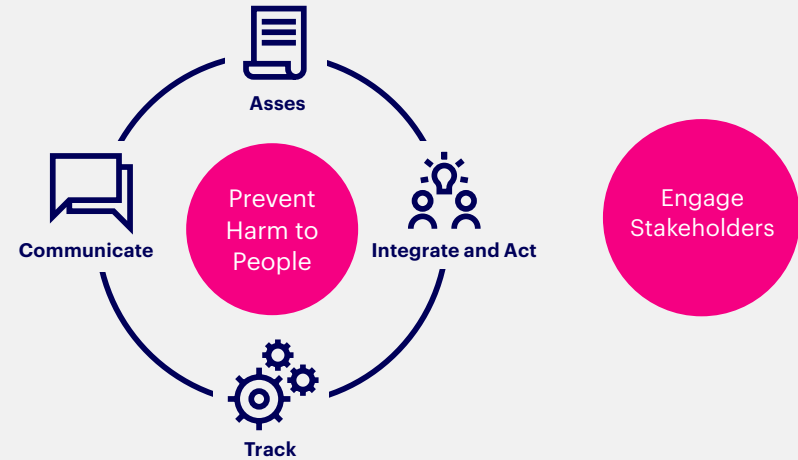
Workers in Supply Chain and Affected Communities and to provide a focus for our mitigation efforts. It is therefore important for Essity to carry out periodic Global Human Rights Impact Assessments.

Our Human Rights Framework includes a commitment from 2019 to conduct Global Human Rights Impact Assessments (HRIA) every third year.

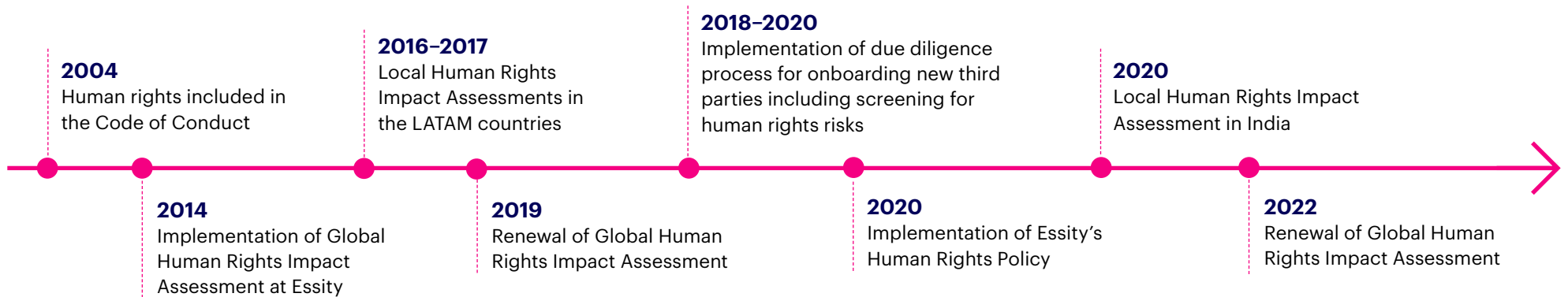


Status and Progress

Essity's Human Rights Framework – Status and Progress



Milestones in Essity's strategic work with human rights*



*In addition to the specific implemented human rights' processes, Essity has a grievance mechanism, the Speak-Up, implemented globally.

Human Rights Due Diligence Integrated into Our Business

Human rights due diligence process is integrated into Global Supply Chain, Human Resources and Compliance and Ethics key processes. The process involves the United Nations Guiding Principles four core components:



Identifying and assessing actual or potential adverse human rights impacts that the company may cause, contribute to, or be directly linked to.



Taking appropriate action and integrating findings from Impact Assessments across relevant company processes.



Tracking the effectiveness of measures to assess whether they are working.



Communicating with stakeholders about how impacts are being addressed and showing stakeholders that there are adequate policies and processes in place.

Strengthened Processes Since 2018–2020

Essity has implemented a global process with a risk-based approach for real-time screening and monitoring of third parties for human rights and other compliance related risks.

Legal Landscape Trends

We see that new and coming legislations and reporting requirements with increased company responsibility to implement and report on human rights due diligence in the value chain will further lower the risks for human rights violations.

Essity's Workforce

Human rights in our own operations have in addition to Health and Safety a strong focus on our work to

continuously increase diversity, equity, and inclusion. Essity's strategy aims to increase the employees' sense of belonging and inclusion from various perspectives. Our ambition is to further enhance our policies and practices to ensure equal treatment and non-discrimination regarding gender, age, race and ethnicity, sexual orientation or religious and political beliefs.

Essity's Supply Chain

Our suppliers are required to sign Essity's Global Supplier Standard. It includes requirements governing quality, product safety, the environment, and chemicals. It also contains a Code of Conduct for Suppliers that outlines our expectations regarding human rights (for example, child labor and forced labor), employee

relations, and health and safety. These requirements apply to all suppliers of raw materials, finished products and services. Using a risk-based approach, we conduct on-site visits and audits to verify compliance. Essity has an established process to perform continuous risk assessments of the company's suppliers and sourcing categories including human rights risks. The global processes for onboarding new suppliers include screening and monitoring of human rights risks.

Essity's Approach to Children's Rights and UN Sustainable Development Goals

Children's Rights is always one of Essity's highest priorities. Children's Rights and well-being is fundamental for the world's future.



Children's Rights

Essity recognize children as stakeholders who require special protection. Guided by the Children's Rights and Business Principles, we respect and support children's rights in our business and society which means that:

- We do not accept child labor or other forms of exploitation of children in our operation or value chain.
- We strictly follow applicable national laws and international standards regarding minimum working age.
- We pay special attention when having young workers in our operation.
- We follow strict requirements to ensure that all materials in our products are safe for customers, consumers including children and other vulnerable groups, our employees, and the environment. Product safety and quality are of the outmost importance for Essity.
- We have children's best interests in mind when our activities impact children.

UN Sustainable Development Goals

Essity is a partner to the United Nations Foundation since 2016 with the aim of contributing to the achievement of the Sustainable Development Goals (SDGs). Essity focuses on goals 3, 5, 6, 12, 13 and 15, as this is where we have our expertise and can make the greatest contribution.



Essity has for many years been addressing gaps in menstrual health and hygiene while promoting the empowerment of women and girls. Since 2016, Essity is working actively to increase dialogue about menstruation and hygiene issues among young people in Mexico, reaching over 7.5 million people up to date.

› [essity.com](https://www.essity.com)



Essity's Salient Human Rights Issues

Essity's Salient Human Rights Issues

Essity's salient human rights issues are defined through our Human Rights Impact Assessment (HRIA), involving multi-disciplinary teams. The HRIA is based on the Universal Declaration of Human Rights and the OECD Due Diligence Guidance for Responsible Business Conduct. Risks are rated based on Severity and Likelihood on rights-holders rather than impact on Essity business. In no specific order, Essity's salient human rights issues are:

- Health and Safety
- Forced Labor
- Working Hours
- Fair Wages
- Discrimination
- Land Rights
- Environmental Impacts

Essity's salient human rights issues are assessed to be present in Essity's Workforce, Workers in Supply Chain and Affected Communities.



Workforce

- Health and Safety
- Working Hours



Workers in Supply Chain

- Health and Safety
- Forced Labor
- Working Hours
- Fair Wages
- Discrimination



Affected Communities

- Land Rights
- Environmental Impacts



Health and Safety

Universal Declaration of Human Rights

Article 3 – Right to life, liberty and security of person & Article 26 – Right to education



Workforce



Workers in
Supply Chain



Essity's production environment is associated with health and safety risks, such as working with machinery that requires extensive safety equipment and training, heavy products, chemicals, and other hazardous materials.

In terms of our supply chain, we have risks associated with hazardous work in general and risks associated with a lack of appropriate safety equipment and training. Temporary and contract workers in the supply chain are the group that may be most exposed to these risks for example, the production of finished goods and the extraction of raw materials.

Example of Prevention and Remediation Activities – Workforce

Essity's Health and Safety policy sets the foundation for the Health and Safety work at Essity. Health and Safety work is dependent on documented Health and Safety processes in management system, providing for continuous monitoring and improvement of the working environment as well as making steering documents available. We have special attention to young workers. Self-assessment, surveys, monitoring and reporting

of key data, training and audits are key elements in the Health and Safety work:

- Health and safety target 2025 – Decrease in total recordable incident rate compared with 2019 with -75%. Outcome 2022* was -39%.
- All our main production sites are required to report into Sedex, a global platform for sharing ethical data with our suppliers and customers.
- National Safety Council (NSC) cultural survey was performed in 2021 to calibrate the status of Essity's safety culture. The NSC will be performed every third year and the result and trends will be used in development of activities within the Health and Safety program.
- Essity has an ambitious roadmap for technical safety and safety framework. Key elements that have kicked off in 2022 are the upgrades to the Machine Safety Risk Assessment (MSRA), Isolation of Hazardous Energies (IoHE), and Traffic Management frameworks. The upgrades to our safety processes are aligned with the ISO 45001 and 14001 principles and will

allow us to work systematically to achieve continuous improvement.

- In April 2022, the initiative I Care was launched. I Care is a framework with essential tools and resources that empowers all Essity employees to be Health and Safety leaders. In 2022, more than 1,000 leaders were trained, and the target is to train all 16,000 employees and contractors in Essity's production facilities by 2024. In addition, a Global Health and Safety Award and the Global Health and Safety Month Celebration are activities in the I Care framework.

Health and safety has the highest priority. Everyone working at our production facilities and offices, or visiting Essity, should be safe and secure. The safety, health and well-being of our employees is crucial to the success of our operations. It is also aligned with our Beliefs & Behaviors and the ethical standards and requirements expressed in our Code of Conduct.

› [Essity's Annual and Sustainability Report 2022](#)

*Data from Essity's Annual and Sustainability Report 2022 incorporated to the HRIA 2022 before publishing.

Universal Declaration of Human Rights

Article 3 – Right to life, liberty and security of person & Article 26 – Right to education



Workforce



Workers in Supply Chain



Example of Prevention and Remediation Activities – Workers in Supply Chain

With a high number of suppliers globally, it is not feasible for us to conduct due diligence for the entire supply chain. Essity conduct's supplier due diligence that includes human rights risk on a risk-based

Many of the strategic suppliers' production facilities located in Asia and South America are part of large multinational corporations based in Europe and the USA. This is a conscious choice by Essity to reduce the social and ethical risks within the supply chain.

› [Essity's Annual and Sustainability Report](#)

approach with focus on high-risk areas in the supply chain. Global Procurement screening process for onboarding of new suppliers further mitigates the human rights risks, in our supply chain.

The Essity responsible sourcing process ensures responsible business methods and respect for human rights by ensuring that Essity works with suppliers that share our values. We continuously perform risk assessment of suppliers, including an evaluation from a human rights perspective. Strategic suppliers are also requested to share their human rights status via Sedex, as we do for our own production sites. Additional key risk mitigation actions are that suppliers are required to sign and acknowledge our Supplier

Code of Conduct, including expectations that suppliers must take the necessary steps to ensure a safe and healthy working environment for all their employees and supplier audits to verify compliance with Supplier Code of Conduct. In addition, compliance with the Essity Code of Conduct is required and is ensured through audits under SA8000 conducted by the Internal Audit unit.

At Essity, our goal is to create a zero-incident and healthy working culture for our employees and any contractors or visitors who enter our facilities.

› [Essity's Health and Safety Policy](#)

Forced Labor

Universal Declaration of Human Rights

Article 4 – Freedom from slavery & Article 13 Freedom of movement



Workers in Supply Chain

Forced labor is regrettably still a problem. The latest Global Estimates of Modern Slavery, published by the International Labour Organization (ILO), International Organization for Migration (IOM) and international Human Rights group Walk Free, revealed that in 2021 some 28 million were in forced labor.

We recognize that forced labor can occur everywhere but assess that in certain countries that we source from the risk is higher. Within the manufacturing industry, according to several report from NGO's, multiple cases of human trafficking and forced labor have been identified during the last years. Migrant workers are assessed to be a vulnerable group. With supply chain in several high-risk countries, forced labor is deemed to be one of Essity's salient human rights issues.

Example of Prevention and Remediation Activities – Workers in Supply Chain

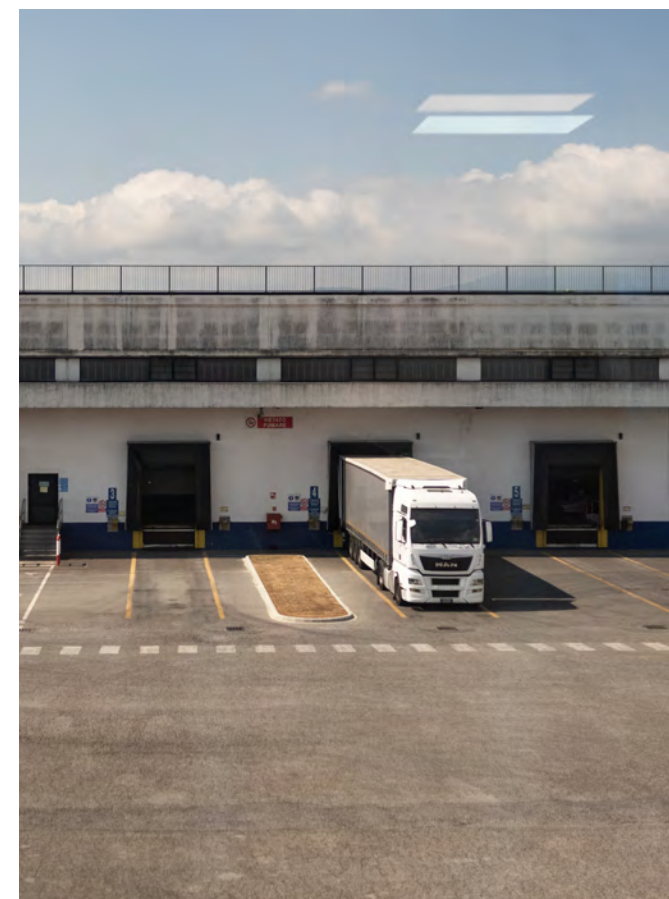
Essity does not tolerate any form of forced, bonded or compulsory labor, physical punishment or child labor and we will act on any potential or actual case in our supply chain. Every year we publish Modern Slavery and Human Trafficking Statement on [essity.com](https://www.essity.com).

Prevention activities to ensure that forced labor does not occur in our supply chain is focused on ensuring

responsible sourcing. Our suppliers are required to sign and acknowledge our Supplier Code of Conduct, including expectations that suppliers shall take measures to ensure they do not engage in or support the use of forced or bonded labor. To verify compliance with our Supplier Code of Conduct, on-site visits and audits are conducted. Additional prevention activities in the supply chain are further described under the salient issue Health and Safety.

Suppliers shall take measures to ensure they do not engage in or support the use of forced or bonded labor. This includes all forms of human trafficking and working against one's own will or choice. No employee shall be required to lodge deposits or identity papers when commencing employment. If supplier uses a staffing recruiter or agency, in no event shall workers be charged fees or expenses related to their recruitment. Suppliers should also work actively to prevent all forms of child labor or exploitation in their sphere of influence. They shall always strictly follow legal requirements as well as ILO convention No. 138 on the minimum age for work.

› [Essity's Supplier Code of Conduct](#)



Working Hours

Universal Declaration of Human Rights

Article 12 – Right to privacy & Article 24 – Right to rest and leisure



Workforce



Workers in
Supply Chain



Our 2019 Human Rights Impact Assessment (HRIA) concluded that although the right to rest in our own workforce was not one of Essity's salient issues. However, we were able to determine that the trend for this issue was an increasing risk for own white-collar workers. In the 2022 Impact Assessment, the risk was assessed higher and therefore Working Hours is deemed to be a salient human rights issue.

Although Essity complies with ILO standards and local labor legislation where we operate, the risk of stress and mental health issues has been highlighted. The ability to always be connected to work, by using IT tools and thus being reachable, is considered to increase this risk for white-collar workers. The circumstance of working from home, which has increased during the pandemic, has also been raised as a factor that increases working time and stress for white-collar workers.

In our supply chain, excessive working hours is an identified salient issue in areas such as service sectors like logistics and maintenance works, as well as within manufacturing. This risk is higher for temporary and contract workers. Even if there are labor laws in most of the countries we source from, they might not be enforced and in addition not in line with ILO standards.

Example of Prevention and Remediation Activities – Workforce and Workers in Supply Chain

Essity's Health and Safety policy, together with other steering documents e.g., Health and Safety instruction and Working Remote Policy sets the foundation for the Health and Safety work at Essity, both physical and mental health.

MyVoice – Essity's Employee Engagement Pulse survey, is one of the tools to receive employee feedback on working environment. In addition, Internal Audit performs audit of the Code of Conduct based on the SA8000 standard including Health and Safety and Working Hours.

Prevention activities in relation to working hours in our supply chain is focused on ensuring responsible sourcing. Our suppliers are required to sign and acknowledge our Supplier Code of Conduct, including expectations that the suppliers' working hours shall comply with national laws and local industry standards. To verify compliance with Essity's Supplier Code of Conduct, on-site visits and audits are conducted. Additional prevention activities in the supply chain are further described under the salient issue Health and Safety.

We believe that a healthy workplace builds on an open, caring and collaborative working climate where we actively work to protect and promote the physical and mental health and well-being of our employees.

› [Essity's Health and Safety Policy](#)

If required by local law, all employees of an Essity supplier must have an employment contract. Suppliers' working hours shall comply with national laws and local industry standards, and wages and other benefits provided by the supplier must be fair and at least equal to the minimum relevant legal and industry standards.

› [Essity's Supplier Code of Conduct](#)

Fair Wages

Universal Declaration of Human Rights

Article 22 – Right to social security, Article 23 – Right to work & Article 25 – Right to adequate living standard



Workers in Supply Chain



Wages and other benefits in our supply chain must be fair and at least equal to the minimum relevant legal and industry standards. The lack of living wages affects the realization of many other human rights, and this is a problem in many of the countries Essity source from. Individuals and groups often at risk of not receiving fair wages for their work are women, contract workers, seasonal workers, and migrant workers. These groups can be found in all sectors in our supply chain, from manufacturing to logistics services.

Example of Prevention and Remediation Activities – Workers in Supply Chain

Prevention activities for fair wages in the supply chain is focused on ensuring responsible sourcing. Our suppliers are required to sign and acknowledge Essity's Supplier Code of Conduct, including expectations about fair wages and that suppliers shall comply with minimum relevant legal and industry standards. To verify compliance with our Supplier Code of Conduct, on-site visits and audits are conducted. Additional prevention activities in the supply chain are further described under the salient issue Health and Safety.



If required by local law, all employees of an Essity supplier must have an employment contract. Suppliers' working hours shall comply with national laws and local industry standards, and wages and other benefits provided by the supplier must be fair and at least equal to the minimum relevant legal and industry standards.

› [Essity's Supplier Code of Conduct](#)

Discrimination

Universal Declaration of Human Rights Article 2 – Right to non-discrimination



Workers in Supply Chain



All persons are equal before the law and have the right to equal protection of the law against any discrimination and against any incitement to discrimination, harassment or violence based on race, color, gender, language, religion, political or other opinion, national or social origin, property, birth, or other status.

As these areas, both in terms of individuals and populations, are a concern in some of the countries Essity source from, discrimination is a risk that we have identified in our supply chain. High-risk areas typically include conflict-affected areas, where security issues are common and the state duty to protect is weak. They also include other contexts where there are clear and serious risks of human rights violations, which may be denied either in law or in practice. High-risk areas varies by market and vulnerable groups include women, migrant workers and minority groups.

Gender equality is not only a basic Human Right, but its achievement has enormous socio-economic ramifications. Empowering women fuels thriving economies, spurring productivity and growth.

› www.unwomen.org

Example of Prevention and Remediation Activities – Workers in Supply Chain

Prevention activities for non-discrimination in our supply chain is focused on ensuring responsible sourcing. Essity suppliers are required to sign and acknowledge our Supplier Code of Conduct, including

expectations to adopt and enforce policies prohibiting discrimination. To verify compliance with our Supplier Code of Conduct, on-site visits and audits are conducted. Additional prevention activities in the supply chain are further described under the salient issue Health and Safety.



Land Rights

Universal Declaration of Human Rights
 Article 13 – Right to own property



Affected Communities



Right to land and own property is fundamental for both people and local communities. Conflicts, corruption, land confiscations and unsustainable environmental practices will have direct impact on people. High-risk areas vary by market and vulnerable groups include minority groups and indigenous people.

As a global purchaser of fresh fiber, we recognize that our fiber sourcing can affect indigenous people and thus, Land Rights in our supply chain is assessed to be one of Essity's salient human rights issues.

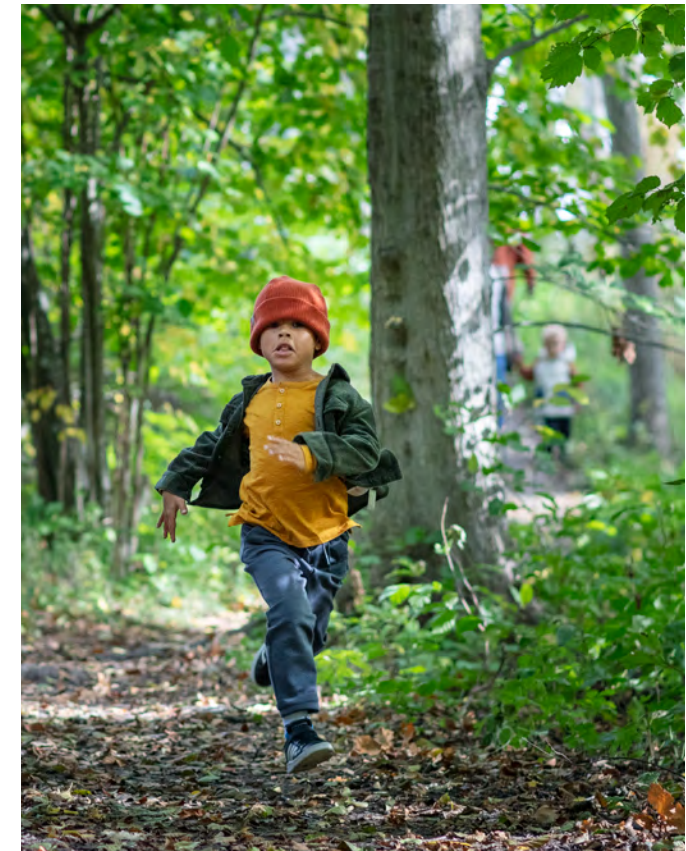
Example of Prevention and Remediation Activities – Affected Communities

Customers and consumers expect us to take responsibility for the origin of the fiber used in our products. All fresh fiber must originate from responsibly managed forests – forests that are managed under good labor conditions and with respect for indigenous people's rights. By requiring that all wood fiber must be certified according to FSC® or PEFC™ standards, we aim to ensure that the materials in our products are delivered with respect to people and nature. Essity has a sustainability target – 100% share of FSC® or PEFC™ certified fresh fiber. We require our fresh fiber suppliers to maintain and

safeguard the principles of biodiversity and forest conservation and adhere to UN Guiding Principles for Human Rights and Businesses and highlight these human rights risks in consumer goods forums and landscape initiatives. Essity interacts with local communities and indigenous people on the human rights impacts in our operations including fiber and land use.

Prevention activities for Right to land in our supply chain is focused on ensuring responsible sourcing.

Our suppliers are required to sign and acknowledge Essity's Global Suppliers Standard and our Supplier Code of Conduct, including Respect for the environment and Community relations. Additional prevention activities in the supply chain are further described under the salient issue Health and Safety.



Environmental Impacts

Universal Declaration of Human Rights

Chapter 6 – Environment



Affected
Communities



We recognize that our value chain impacts the environment, directly and indirectly and therefore have an impact on people and communities. As a global purchaser of wood-based fiber materials, Essity is dependent on healthy and resilient forests.

The identified salient issue includes Essity's impact on biodiversity through fiber sourcing, water consumption and product waste after-use.

Our impact on forest biodiversity is primarily through use of wood-based fresh fiber.

Our production facilities can affect the availability and quality of water; thus, it is important to improve the efficiency of water use throughout the life cycle of our products and to improve the treatment and quality of the wastewater from our facilities. We are committed to ensure the right to clean water and sanitation.

As with all disposable products, post-use management is important, and the lack of such management has an impact on communities and its inhabitants. A human rights-based approach to product waste after-use requires specific consideration and protection of those most vulnerable or at risk: children, waste-pickers and other workers, persons with disabilities, older persons, indigenous peoples, migrants, and minorities, while

considering gender-specific risks. In certain countries these risks are higher due to weaker infrastructure for handling waste and disposable products. With many disposable products in our product portfolio, Essity aims to take responsibility for the entire life cycle of our products. With less material use, we save resources and reduce waste for our disposable products.

Example of Prevention and Remediation Activities – Affected Communities

Sustainability is integrated in the overall corporate governance structure. We have ongoing initiatives in relation to water pollution, water and plastic use and product waste. Example of initiatives are responsible forestry and procurement of fiber, reduced material use, sustainable consumption, and circular solutions. The use of water and raw materials is controlled using the company's Resource Management System (RMS). Our sustainability targets have been developed to support our priorities and sustainability strategy including targets for Fresh fiber, Packaging (share of packaging manufactured from renewable and/or recycled material and share of technically recyclable packaging) and Responsible sourcing.

In addition, Essity has ongoing initiatives in relation to biodiversity and in 2021, biodiversity was integrated into our overall risk management process.

We work together with non-governmental organizations, inter-governmental organizations as well as with trade and industry associations on both environmental and social issues. Essity has been a member of the Consumer Goods forum Coalition of Action for Forest Positive and active participant in Ellen Mac Arthur Foundations New Plastic Economy initiative.

Prevention activities in our supply chain is focused on ensuring responsible sourcing. Our suppliers are required to sign and acknowledge Essity's Global Suppliers Standard and our Supplier Code of Conduct, including requirement that suppliers must, at minimum, comply with relevant environmental legislation and industry standards and be able to demonstrate such compliance upon request. To verify compliance with our Supplier Code of Conduct, on-site visits and audits are conducted. Additional prevention activities in the supply chain are further described under the salient issue Health and Safety.

Appendix:

Universal Declaration of Human Rights and OECD Due Diligence Guidance for Responsible Business Conduct Applicable for Essity's Salient Issues

Universal Declaration of Human Rights and OECD Due Diligence Guidance for Responsible Business Conduct Applicable for Essity's Salient Issues

Articles/ Chapters	Description
Article 3 – Right to life, liberty and security of person	Everyone has the right to life, liberty and security of person.
Article 4 – Freedom from slavery	No one shall be held in slavery or servitude; slavery and the slave trade shall be prohibited in all their forms.
Article 12 – Right to privacy	No one shall be subjected to arbitrary interference with his privacy, family, home or correspondence, nor to attacks upon his honour and reputation. Everyone has the right to the protection of the law against such interference or attacks.
Article 13 – Freedom of movement	Everyone has the right to freedom of movement and residence within the borders of each state. Everyone has the right to leave any country, including his own, and to return to his country.
Article 13 – Right to own property	Everyone has the right to own property alone as well as in association with others. No one shall be arbitrarily deprived of his property.
Article 22 – Right to social security	Everyone, as a member of society, has the right to social security and is entitled to realization, through national effort and international co-operation and in accordance with the organization and resources of each State, of the economic, social and cultural rights indispensable for his dignity and the free development of his personality.
Article 23 – Right to work	Everyone has the right to work, to free choice of employment, to just and favourable conditions of work and to protection against unemployment. Everyone, without any discrimination, has the right to equal pay for equal work. Everyone who works has the right to just and favourable remuneration ensuring for himself and his family an existence worthy of human dignity, and supplemented, if necessary, by other means of social protection. Everyone has the right to form and to join trade unions for the protection of his interests.
Article 24 – Right to rest and leisure	Everyone has the right to rest and leisure, including reasonable limitation of working hours and periodic holidays with pay.
Article 25 – Right to adequate living standard	Everyone has the right to a standard of living adequate for the health and well-being of himself and of his family, including food, clothing, housing and medical care and necessary social services, and the right to security in the event of unemployment, sickness, disability, widowhood, old age or other lack of livelihood in circumstances beyond his control.
Article 26 – Right to education	Everyone has the right to education. Education shall be directed to the full development of the human personality and to the strengthening of respect for human rights and fundamental freedoms. It shall promote understanding, tolerance and friendship among all nations, racial or religious groups, and shall further promote the activities of the United Nations for the maintenance of peace.
Chapter 6 (OECD) – Environment	Enterprises should, within the framework of laws, regulations and administrative practices in the countries in which they operate, and in consideration of relevant international agreements, principles, objectives, and standards, take due account of the need to protect the environment, public health and safety, and generally to conduct their activities in a manner contributing to the wider goal of sustainable development. (...)



› For more information about Essity, visit www.essity.com