

Social and Human Rights Policy



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1 Purpose and scope

As a global leader in combining fibers into innovative and sustainable specialty materials, Ahlstrom recognizes its role in promoting international human rights including labor rights. This policy defines our approach to respecting human rights and works as a guiding principle. It applies to everyone working for or on behalf of Ahlstrom. We also expect our business partners to respect and support the principles outlined in this policy.

2 Commitment to respecting human rights aligned with international standards

We are committed to respecting and promoting human rights across our operations and value chain in alignment with

- UN Guiding Principles on Business and Human Rights
- ILO Declaration on Fundamental Principles and Rights at Work
- OECD Guidelines for Multinational Enterprises
- UN Universal Declaration of Human Rights
- International Bill of Human Rights
- Children rights and Business principles and The Convention on the Rights of the Children
- Applicable local laws, applying the higher standard where differences exist
- As signatory to the United Nations Global Compact, we are committed to upholding its Ten Principles on human rights, labor, environment, and anti-corruption.

3 Our commitments

Fair working conditions

We aim to provide safe, healthy, and secure workplaces for all employees, contractors and visitors, with a focus on prevention, continuous improvement, and a culture where safety is everyone's responsibility. We ensure fair wages, reasonable working hours, and adequate rest, in compliance with applicable laws and international labor standards. We are committed to identifying, preventing, and mitigating human rights risks in our value chain, particularly those related to working conditions. We conduct regular living wage analysis to ensure adequate and fair compensation for all employees.

Freedom of association and social dialogue

We respect the rights of employees to form and join trade unions or other representative bodies, and bargain collectively. We are committed to ensuring employee engagement in constructive dialogue with management on matters affecting their work and well-being.

Prohibition of child labor, forced labor and human trafficking

We do not tolerate child labor, forced labor, modern slavery or human trafficking in any form and we take proactive measures to prevent them both in our operations and in the value chain. We do not tolerate control of movement or control of workers' personal documents in our operations or in the value chain.

Zero tolerance for discrimination and harassment

We treat everyone with dignity and respect and promote equal employment opportunities to all. We are committed to maintaining a workplace free from discrimination, harassment, bullying, intimidation or other disruptive conditions. We do not tolerate discrimination based on sex, gender identity, age, disability, ethnicity, sexual orientation, language, religion, social origin, political opinion, trade union affiliation, or any other similar personal characteristics.



Respect for communities and external stakeholders

We aim to minimize impact on local communities and strive to ensure that affected groups are consulted and treated with fairness, dignity and respect. We recognize Free, Prior and Informed Consent as a fundamental right of Indigenous Peoples and are committed to promoting its implementation throughout our value chain, where relevant and applicable. We recognize the importance of a clean, healthy and sustainable environment as critical to the enjoyment of all human rights.

Right to privacy and data protection

We recognize privacy and protection of personal data as human rights. We are committed to safeguarding personal data and handling it responsibly, in line with applicable laws and regulations. This applies to our employees and all stakeholders whose data we may process.

4 Our human rights due diligence process

We integrate human rights into our risk management, operational procedures, and business partner assessments. This includes:

- Ongoing process to identify, prevent, and address human rights impacts
- Training and awareness programs tailored to roles and risk exposure
- Accessible SpeakUp channel for employees, suppliers, and other stakeholders to report concerns with a commitment to non-retaliation and remediation
- Integration of human rights considerations into our purchasing practices for critical suppliers to ensure that materials come from responsible sources
- Regular monitoring through performance indicators such as safety records, audit results, and stakeholder feedback
- Engagement and dialogue with stakeholders on human rights related findings

5 Governance and responsibilities

The Board of Directors approves this policy.

The Executive Vice President, Procurement & Sustainability oversees implementation, reporting directly to the CEO. The Executive Management Team sets targets and focus areas. Leaders ensure that their teams apply this policy, and every employee is responsible for acting in accordance with it.

6 Revision history

This policy is reviewed annually to ensure it remains effective, relevant, and aligned with legal requirements and international standards.

Date	Created by Approved by	Description of change
28 October 2025	Sustainability Board of Directors	Mandatory headings added. New policy, human rights topics that were previously covered in Human Capital Policy and Sustainable Procurement Policy are covered in this Policy.