

Ahlstrom Holding 3 Oy

Sustainability Policy

Author: Sustainability	Previous revision date: 22 March 2023
Approved by: The Board of Directors	Information classification: Public



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1 Purpose and Values

Ahlstrom is a global leader in fiber-based materials, supplying innovative and sustainable solutions to its customers. Our purpose is to Purify and Protect, with Every Fiber, for a Sustainable World.

Our values form the guiding principles for how we act and behave. They are the compass for our day-to-day actions and key to the successful delivery of our vision and strategic ambition.

Accountability - We are accountable for the success of our business or function. We always hold ourselves and others accountable. We do the right thing and speak up. Our local Business Unit level accountability is a key cornerstone of our success as a business.

Growth mindset - We continuously challenge the status quo and strive to improve, both as individuals and collectively. While we are proud of the results we deliver, we are always on the want for more. We go beyond the obvious, proactively and with pace identifying business opportunities, innovation opportunities and continues improvement topics.

One team - We always act for the best of the Company, putting the Company ahead of our individual Business Unit or function if a conflict occurs. We communicate openly and are collaborative.

Care - We care for each other. We hold each other safe in the plants and look out for each other. We care for the communities we operate in and the environment as whole. We care about the success of our customers and are mindful in how we operate.

2 Our Sustainability Priorities

Through regular communication and engagement with our stakeholders, we identify and update the material sustainability areas relevant to our business. For the material areas we set targets and corresponding governance structure for implementing improvement actions.

Environment

Our environmental commitment includes the responsible use of raw materials and resources and aims to protect climate and environment in accordance with regulation and international standards and best practices. We work to avoid waste, hazardous materials and to minimize and mitigate environmental or climate related risks related to our operations. We work to reduce greenhouse gas emissions in line with the Science Based Targets.

Our goal is to support the transition to a circular economy and operate as resource efficiently as possible with continuous improvement as guiding principle. Our aim to reduce the water in production as well as eliminating the operational waste going to landfills.

We emphasize sustainable procurement with a specific process on mitigating ESG risk through supplier audits. In our sourcing of forest-based fibers we mitigate environmental risks through sourcing from certified sources. We expect our suppliers to comply with our Supplier Code of Conduct with clear requirements on environmental and social sustainability and principles on ethical business practice.

Social

Diversity, equity, and inclusion are important values to us, and we want to provide equal opportunities to all our employees. We aim to promote wellbeing through ensuring motivated and satisfied employees who are equipped with training, feedback, and managerial support. We strive for a safe workplace through training as well as minimizing risks and preventing incidents.



We aim to be a positive contributor and good neighbor to the communities we operate in. We do this by providing jobs to the local communities and through active community engagement.

Governance

We comply with all applicable legal and regulatory obligations in the countries where we operate. As signatory to the United Nations Global Compact, we are committed to the Ten Principles on human rights, labor, environment, and anti-corruption. We use the 17 United Nations Sustainable Development Goals as a reference in our sustainability work.

The Sustainability Policy is a business strategic document that is approved by the Board of Directors of Ahlstrom.

Responsibility of the Group sustainability is with the Executive Vice President, Sustainability, Innovation & Marketing with direct reporting line to Group President and CEO. Group Executive Management Team collectively approves the sustainability focus areas and targets. The Board of Directors regularly oversees the sustainability work carried out in Ahlstrom.

This Policy is subject to annual review.