

Sustainable Consumption Pledge

Essity is a global, leading hygiene and health company with the purpose to break barriers to well-being. Every day, we improve the hygiene and health of more than one billion people in 150 countries. The name Essity stems from the words “essentials” and “necessities”. Hygiene and health are the essence of well-being. As a leading global hygiene and health company, we offer products and services that make a difference every day in people’s lives. That is why we are called Essity.

Essity is listed on Nasdaq Stockholm and has their headquarters in the Swedish capital Stockholm. We have 36 000 employees, of which about half are employed in Europe. Essity has leading global brands such as TENA and Tork, and other strong brands such as Actimove, Cutimed, JOBST, Knix, Leukoplast, Libero, Libresse, Lotus, Modibodi, Nosotras, Saba, Tempo, TOM Organic and Zewa.

Essity sets ambitious and measurable targets to achieve our sustainability objectives. We get things done and commit to report on progress, backed up by third-party collaboration and verification in setting our targets and achieving our goals.

Our sustainable innovations from globally trusted brands, designed for everybody and every body, care for the well-being of more than 1 billion people in 150 countries every day. It is only natural for us to recognize, understand and serve the diverse needs of our customers and consumers. At Essity, we are committed to conducting our business in a responsible way and contributing to sustainable and inclusive societies. When it comes to sustainability, Essity has for a long time gone far beyond being compliant with legal obligations. We are determined to offer the highest product and workplace safety standards there are, and to provide easily accessible, transparent product information to our customers and consumers.

1. Carbon emissions

Reducing greenhouse gas emissions and the carbon footprint of our operations has been a major focus for Essity for several years. Our efforts to reduce the environmental impact not only contributes to well-being of the planet, but to the well-being of people and societies.

Under the Sustainable Consumption Pledge our target is:

- Scope 1 and 2 reduced by 17 percent until 2030, and by 15 percent by 2025. Scope 3 reduced by 9 percent until 2030, and by 5 percent by 2025. Baseline year 2021. This will be measured through the Science Based Target Initiative method, e.g., guided by Greenhouse Gas Protocol. Our target is in line with the Paris Agreement.
- We will update the scope 3 targets during 2024. Based on scope 3 target update sent for validation to Science Based Target initiative. However, we aim to keep the set targets by 2025 for this Pledge.

2. Circularity

The production of fossil plastic has a negative impact on our planet as it releases carbon emissions and thereby accelerates the existing climate crisis. Waste and pollution threaten human health, wildlife, and biodiversity. Our packaging strategy includes innovating for increased circularity while reducing existing greenhouse gas emissions. We reduce our carbon footprint primarily by using recycled plastic packaging materials. To achieve more rapid results in the development of better packaging material, Essity is a partner of the Ellen MacArthur Foundation (EMF) and Circular Plastic Alliance, among other organizations.

Under the Sustainable Consumption pledge, Essity's targets are: to reduce the total amount of primary plastic in packaging, to increase the use of renewable or recycled plastic and to make all plastic packaging recyclable.

- By 2025, we aim to achieve 100% of all our plastic packaging recyclable, 85% renewable or recycled materials in our packaging, of which 25% recycled content in plastic packaging. The outcome in 2023 for Essity was 78% renewable or recycled content in packaging materials. In the plastic packaging 12% was either recycled or renewable content. The roadmap for 2025 and target fulfilment now also includes significant packaging material increase from recent acquisitions.

3. Social sustainability

At Essity, we create change together. Our employees are our main asset and are at the core of the company. We know that a diverse, inclusive culture is key to deeper engagement and more insightful decision-making. In addition, this leads to more sustainable innovations, creating greater value for more people. We are determined to ensure an inclusive work environment for all, to achieve gender balanced leadership everywhere, and accelerate representation of under-represented groups.

Under the Sustainable Consumption Pledge our target is:

- to have a 40-60 gender distribution on all leadership levels by 2025. During 2023 the results was 32-68.

4. Publication of results and progress made (reporting)

Transparency and reporting are key. Every year, Essity publishes several Sustainability related publications, including our Annual and Sustainability report. Essity reports sustainability information in accordance with the Global Reporting Initiative (GRI) guidelines for GRI Universal Standards. Under the Sustainable Consumption Pledge we commit to publish company progress about our commitments at least once a year on our external website or in a dedicated report.



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Essity Aktiebolag (publ)
Box 200
101 23 Stockholm