



Modern Slavery Statement

Australia 2026

Contents

1	About this Modern Slavery Statement.....	1
2	Letter from David Phillips, Director.....	2
2.1	Our products and business areas	4
2.2	Our operations	5
2.2.1	Identifying and managing risks in our own operations	5
3	Responsible Procurement.....	6
4	Essity Global Supplier Standard.....	7
5	Identifying Risks of Modern Slavery	8
6	Mitigating and Remediating Modern Slavery Risks	10
6.1	Supplier Engagement and Due Diligence.....	10
6.2	Monitoring of suppliers using a risk-based approach.....	11
6.3	Mitigation and Remediation.....	11
6.3.1	Mitigating Risks in Forestry.....	11
6.3.2	Mitigating Risks in the Cotton Industry	11
6.4	Grievance Mechanisms	12
6.5	Collaboration and Partnerships	12
7	Tracking our Progress and Effectiveness	12
8	Looking Ahead	13

1 About this Modern Slavery Statement

This Modern Slavery Statement has been prepared by Essity to meet the reporting requirements of the Australian Modern Slavery Act 2018 and covers the calendar year 2025. The Statement forms part of the Essity annual reporting suite, which also includes our 2025 Sustainability Report (Essity Holding Australia Pty Ltd – available via the ASIC Portal) and Annual and Sustainability Report and Corporate Governance Report (Essity Aktiebolag - available on our website: www.essity.com).

This Statement covers all the entities within Essity globally, and our approach to tackling modern slavery is applied across the whole of the Essity group, including those operating in Australia. All references to our, we, us, the Group, Essity Australasia and Essity refer to Essity Holding Australia Pty Ltd and BSN Medical Australia Pty Ltd, and their subsidiaries.

Essity Holding Australia Pty Ltd and BSN Medical Australia Pty Ltd have shared actions, policies and procedures to address the risks of modern slavery in our supply chain. The companies work together to respond to ethical sourcing queries from customers and share a consistent approach to supplier onboarding and management. The approach includes application of our policies, procedures, and systems relating to supply chain management, contracting, purchasing and human resources practices.

This 2026 Statement has been prepared by management representatives responsible for Essity Global Procurement.

This Statement was approved by the Essity Holding Australia Pty Ltd (ACN: 649 073 003) Board of Directors on 24 June 2026, and the BSN Medical Australia Finance Holding Pty Ltd (ACN 159 120 135) Board of Directors on 25 June 2026, as the highest governance bodies of our Australian operations.



By: _____

David Phillips (Director)

Essity Holding Australia Pty Ltd



By: _____

Sanjeev Omprakash Singh (Director)

BSN Medical Australia Finance Holding Pty Ltd

2 Letter from David Phillips, Director

Hygiene and health are essential to people's well-being in every stage of life. Essity provides over a billion people worldwide with hygiene and health solutions every day. Caring for people's well-being and supporting human dignity is a fundamental part of our identity and is central to our sustainable business practices.

Our portfolio supports people, businesses and societies meet their health and wellbeing needs - from managing everyday hygiene routines to supporting people with a variety of medical conditions. We break down barriers to improve the well-being of people that use our products, including patients and care givers.

Our business and our people recognise the scale and prevalence of modern slavery and are committed to playing our part to prevent, find and address the issue. We also recognise the inherent dignity of all people and the importance of respecting and promoting human rights. We know that some workers are more vulnerable to modern slavery practices, such as migrants, and seasonal and temporary workers. We also recognise that some industries and regions are at a higher risk of modern slavery practices than others, and our policies and processes take into account these risk assessments to ensure they're effective.

Grappling meaningfully with human rights risk is not a straightforward matter for any organisation and remains an ongoing focus. There is no fast track or fool-proof method for the identification and resolution of the complex issues that drive modern slavery, which can be hidden deep in local and global supply chains.

This Statement has been prepared in response to the *Modern Slavery Act 2018*, and describes the steps Essity is taking to prevent, identify and remediate modern slavery in its operations and supply chain.

Essity continues to use a fully embedded risk-based approach, and our efforts to address modern slavery and other human rights risks is in line with the United Nations Guiding Principles on Business and Human Rights, and therefore we are committed to:

- Actively support human rights and conduct our business in a manner that is consistent with the principles of the Global Compact, the International Bill of Human Rights, the ILO Core Conventions and the OECD Guidelines for Multinational Enterprises. To this end, we are a signatory to the United Nations Global Compact;
- Respect and support children's rights in our business and society, guided by the Children's Rights and Business Principles. We do not accept child labour or any other forms of exploitation of children in our operations or value chain and will always strictly follow applicable national laws and international standards regarding minimum working age. When our activities impact children, we will have their best interests in mind;
- integrate human rights due diligence into our key processes, and whenever we identify potential or actual negative impact, take steps to mitigate or remediate harmful activities;
- integrate the responsibility for our human rights commitments into the line management structure and work processes and procedures; and
- comply with national laws or standards and when in conflict with human rights standards, we will honor and respect the principles of international human rights.



David Phillips, Director - Essity Holding Australia Pty Ltd, June 2026.

About Essity

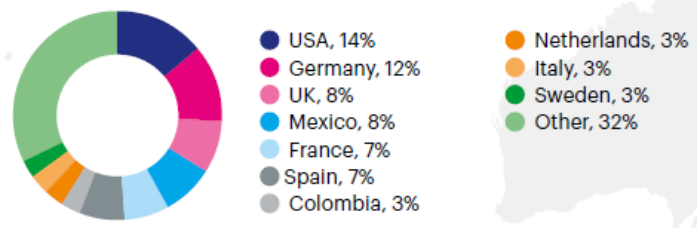
Everyday hygiene and health are essential to everyone at every stage of life. As a global company, we make a difference by contributing to the well-being of one billion people around the world.

Our commitment goes beyond products. It's about the difference we make and the value we create every day. It's about making a meaningful impact for people, society and our planet, as we relentlessly move forward, leading the way in hygiene and health.

Sales are conducted in approximately 150 countries under the leading global brands TENA and Tork, and other major brands, such as JOBST, Leukoplast, Libero, Libresse, Libra, Bodyform, Lotus, Saba, Tempo, Plenty, Regio, Modibodi, Knix, TOM Organic, Purex, Orchid, Viti, Softly, Handee and Sorbent.

Our largest markets in terms of sales, are the United States, Germany, UK, Mexico, France, Spain, Colombia, Netherlands, Italy and Sweden. By region, 61% of sales are made in Europe, with approximately 17% of sales in Latin America and 16% in North America.

Group's ten largest markets, % of net sales



Net sales in 2025 amounted to approximately SEK 138bn (approximately A\$21bn). The company's headquarters is located in Stockholm, Sweden, and Essity is listed on Nasdaq Stockholm.

Essity has about 36,000 employees around the world.

Purpose and vision

Breaking barriers
to well-being

Value for our stakeholders

- Enable more people every day to enjoy a fuller life
- Contribute to a more sustainable and circular society
- Generate increased shareholder value through profitable growth

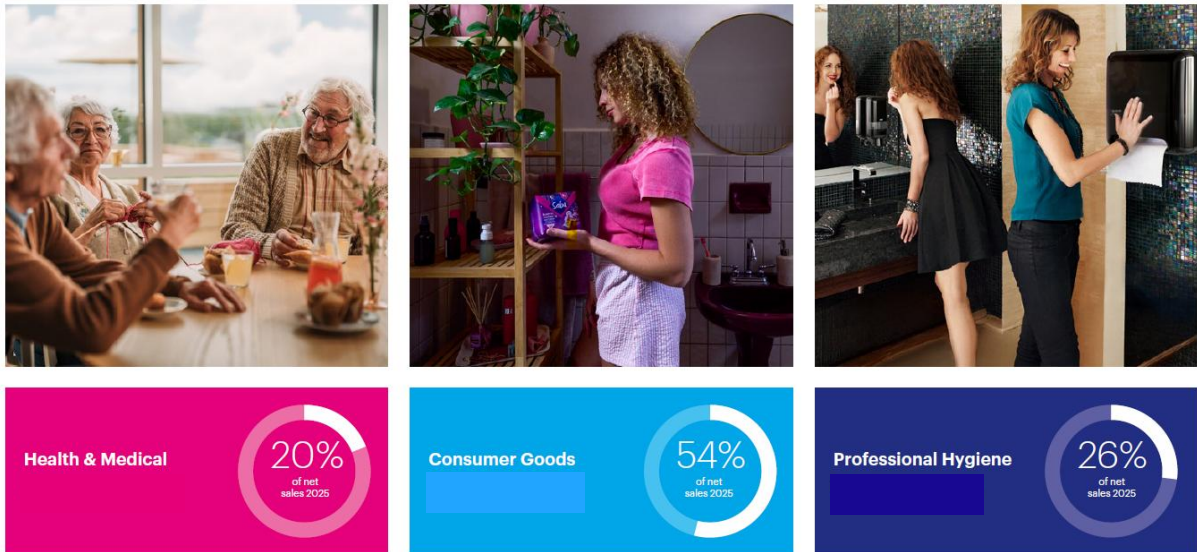
Vision

To be the undisputed
global leader in
hygiene and health

Mission

Develop, supply and
sell superior hygiene
and health products,
solutions and services

2.1 Our products and business areas



Health & Medical

Essity is a global leader in health and medical products, shaping the future of care through well-known brands such as TENA, JOBST, Leukoplast, Actimove, and Cutimed. The range includes the following business areas: incontinence products health care, medical solutions, wound care, compression therapy and orthopedics. Distribution channels for the products are pharmacies, medical devices stores, hospitals, distributors and care institutions as well as online.

Consumer Goods

Essity is empowering people to improve wellbeing in all stages of life, from early childhood to a dignified old age. Our portfolio of products for personal and home hygiene spans from baby care and feminine care to incontinence care and consumer tissue, with leading brands such as Libero, Libra, TENA, Lotus, TOM Organic, Sorbent, Handee and Purex. This category includes the following business areas: Incontinence products (retail), feminine care, baby care and consumer tissue.

Professional Hygiene

Essity is the global market leader in professional hygiene, elevating standards across commercial environments through our trusted brand Tork. Our smart, sustainable systems for tissue, soap, sanitiser, cleaning and wiping enable all types of businesses, from offices and airports to hospitals and restaurants, to maintain high hygiene standards and operate efficiently. Essity also offers digital solutions, such as Internet of Things sensor technology, enabling data-driven cleaning. Within the category, the three core business areas are: Tissue services & solutions, Wiping & cleaning, and Soap and sanitisers.

2.2 Our operations

Essity manufactures products at the following manufacturing sites across the globe:

Production facilities

Capacity is stated in thousands of tons, unless otherwise indicated, and per year.

Country/Region	Production facility ^a	Tissue capacity
Argentina	Buenos Aires	
Australia	Springvale	
Austria	Ortmann	132
Belgium	Stembert	75
Brazil	Jarinu	
Canada	Drummondville	
Chile	Santiago	28
Colombia	Cajica	70
Colombia	Cali	
Colombia	Caloto	
Colombia	Medellin	30
Colombia	Rio Negro	
Dominican Republic	San Cristobal	
Ecuador	Inpacsca	15
Ecuador	Lasso	26
Egypt	Cairo	
Fiji Islands	Fiji	
Finland	Nokia	42
France	Gien	145
France	Hondouville	55
France	Kunheim	52
France	Le Theil	65
France	Radiante	
France	Vibraye	
Germany	Emmerich	
Germany	Hausbruch	
Germany	Kostheim	127
Germany	Mannheim	283
Germany	Nouss	112
Germany	Witzenhausen	32
India	Goa	
Italy	Altopascio	25
Italy	Colodi	42
Italy	Lucca	100
Jordan	Amman	
Mexico	Ecatepec	
Mexico	Monterrey	80
Mexico	Reynosa	
Mexico	Sahagun	95
Mexico	Uruapan	40
Netherlands	Assen	
Netherlands	Cuijk	52
Netherlands	Gennep	
Netherlands	Hoogeveen	
Netherlands	Suameer ^b	9
New Zealand	Kawerau	60
Pakistan	Karachi	

Country/Region	Production facility ^a	Tissue capacity
Poland	Olawa	
Slovakia	Gemerská Hôrka	
South Africa	Pinetown	
Spain	Allo	120
Spain	Telde	
Spain	Valls	137
Sweden	Askersund	
Sweden	Falkenberg	
Sweden	Lilla Edet	100
Sweden	Mölnlycke	
UK	Manchester	50
UK	Oakenholt	45
UK	Prudhoe	94

Country/Region	Production facility ^a	Tissue capacity
UK	Skelmersdale	
UK	Stubbins	55
USA	Barton	180
USA	Bordentown	
USA	Bowling Green	
USA	Harrodsburg	55
USA	Manchester (CT)	
USA	Menasha	145
USA	Middletown	100
USA	Neeah	
Total		2,873

In addition to direct manufacturing, Essity also sources finished goods for select products under our brands, and these supply chains are covered in Section 3 of this Statement.

2.2.1 Identifying and managing risks in our own operations

Essity's Code of Conduct is a cornerstone of our efforts to ensure that our business operations are conducted responsibly. The Code of Conduct ensures integrity lies at the heart of our interactions with our stakeholders.

The effectiveness of the Code of Conduct is dependent upon awareness and familiarity amongst our people. Training is an important tool to help employees act in accordance with the Code of Conduct, including training for new employees when they join our business. In 2025, 92% of Essity's new employees received training in the Code of Conduct which is an increase from 88% in 2023 and 90% in 2024. We continuously strive to achieve a culture of integrity by embedding the Code of Conduct into all areas of the organisation no matter where people are in the world. The Code of Conduct describes how employees are to act, how the company operates, stakeholder expectations of Essity, and Essity's commitment to human rights. All wholly owned subsidiaries are bound by the Code of Conduct which details clear expectations across a range of important topics including ethical business practices, good working conditions, zero tolerance of harassment and respect for human rights.

Every year, all of our production sites use a self-assessment questionnaire to report data into Supplier Ethical Data Exchange (Sedex), a global platform for collecting and sharing

data on factors that contribute to ethical operations. The areas to be evaluated each year are linked to working conditions, environment, business ethics as well as health and safety. A review takes place to benchmark and evaluate the sites with respect to the reported areas. The sites considered as at risk are either required to submit a corrective action plan based on the findings, and/or be subject to a Code of Conduct audit to verify compliance.

Sedex makes changes to this questionnaire to ensure it continues to meet and exceed the expectations of stakeholders working to enhance ethical business practices across the globe. The responses we provide to this comprehensive annual ethical sourcing questionnaire are available to our customers and business partners, providing transparency throughout the supply chain for our products.

For high-risk regions where the above-mentioned procedure is not deemed enough, a regional impact assessment is conducted with the regional management team. The assessment mirrors Essity's global process when defining its salient issues and results in mitigation/corrective action plans for all sites in the high-risk region.

Customers reviewing our site self-assessment questionnaires can also request site audits or site visits to meet their own ethical sourcing requirements. A number of our manufacturing sites regularly complete these additional site audits (eg. SMETA four-pillar). Following these site audits, our global business supports our manufacturing team members to address any identified issues and close any non-conformities.

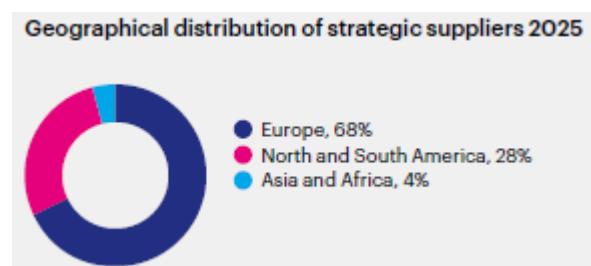
3 Responsible Procurement

In 2025, Essity had a procurement spend of approximately 6 billion Euro.

We are dedicated to taking proactive measures to address material impacts on supply chain workers. Our approach involves identifying and mitigating risks, seizing opportunities to enhance worker well-being and continuously evaluating the effectiveness of our actions.

Essity closely monitors changes in the legislative landscape regarding the obligation to perform due diligence as well as other trade-based legislation. Procedures are updated on a regular basis and key personnel are trained to ensure that risk assessments are conducted properly and that there is relevant documentation and transparency. Essity has an established process to perform continuous risk assessments of the company's suppliers and procurement categories.

To reduce social and ethical risks, a risk-based supplier selection approach is applied when choosing suppliers. As of the end of 2025, approximately 68% of Essity's strategic suppliers of raw materials and finished products were located in Europe, 28% in North and South America, and 4% in Asia and Africa. This is a conscious choice by Essity to reduce social and ethical risks within the supply chain.



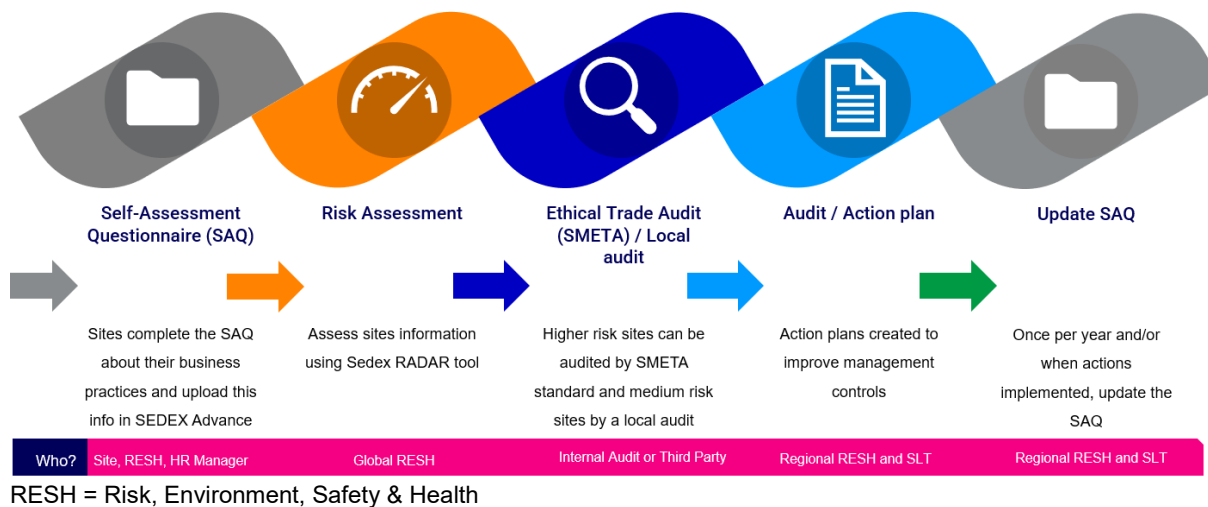
Essity employs additional due diligence measures for raw materials associated with elevated social risks. These measures include the use of certifications, sustainability programs and third-party assurances to help safeguard workers' rights and well-being throughout the supply chain. At the end of 2025, Essity had a total of 1,020 suppliers that share data via Sedex, an increase of 6% compared to 2023.

Focus regions include countries with an elevated risk of labor rights violations, identified through internal risk mapping and external indices. These typically include parts of Asia, parts of the Middle East and Latin America. The actions target particularly vulnerable worker

groups such as migrant workers, temporary and subcontracted workers, women workers and informal sector participants. Essity evaluates and adjusts the scope of these actions based on risk assessments, audit findings and stakeholder feedback.

In 2025, Essity evaluated the outcomes of 94 ethical supplier audits conducted in Mexico, Colombia, Sri Lanka, South Africa, Turkey, Brazil, Argentina, India, Taiwan, the United Arab Emirates and Malaysia. Eight of these audits were initiated by Essity using an independent audit firm. The remaining 86 audits, which meet Essity's requirements, were conducted at the initiative of other customers and approved by Essity. In the event of critical observations, Essity is informed within 24 hours. In 2025, no critical violations of human rights or incidents were identified.

Essity Sedex based risk assessment of manufacturing sites



This risk assessment process flow is applied to both our own manufacturing sites, as well as third party manufacturers that supply our business.

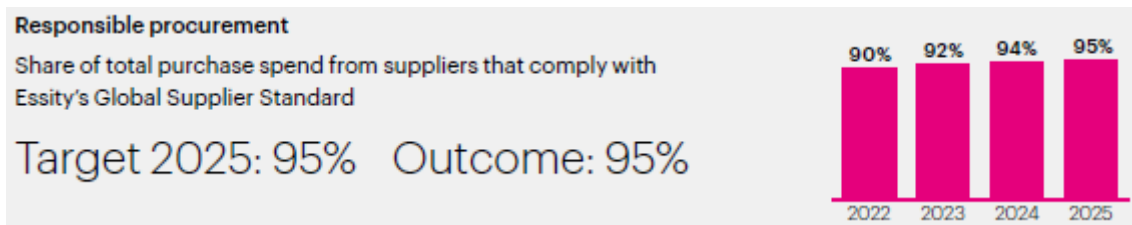
4 Essity Global Supplier Standard

All of our suppliers and other business partners are expected to follow principles equivalent to those included in the company's Code of Conduct.¹ Essity therefore has a Global Supplier Standard to ensure responsible business operations and respect for human rights in the company's supply chain. This Standard contains supplier requirements concerning quality, product safety, the environment and chemicals. It also contains a Code of Conduct for suppliers that includes Essity's expectations on human rights and employee relations, as well as health and safety. The Global Supplier Standard is updated periodically to reflect the evolving ethical sourcing expectations we have of our suppliers.

Compliance with these principles is a key factor when choosing suppliers and other business partners. In 2021, Essity established a responsible sourcing target to address material impacts on workers in the supply chain: 95% of purchasing spend (excluding energy) to be

¹ It's important to note that as a growing global business, Essity regularly acquires businesses to add to its portfolio of leading health and hygiene brands. These businesses take time to be incorporated into Essity's ways of working, and they are at different points in their adoption of Essity's sustainable sourcing policies including the rollout of the Global Supplier Standard. Many of these newly acquired businesses have existing supplier standards and other measures to identify and address risks of modern slavery. Before acquiring a new business, Essity includes modern slavery risk and their supplier standards as part of the company's acquisitions due diligence process.

directed towards suppliers that confirmed their compliance with Essity's values in accordance with the Global Supplier Standard by end-2025. This target was achieved within the timeframe and the business is now working hard to have the remaining small-spend suppliers sign the Global Supplier Standard as the business pushes towards a new 2030 target (at the time of writing, this new target was being considered for endorsement and publication).



Essity's Global Supplier Standard can be accessed via [Essity Global Supplier Standard](#).

5 Identifying Risks of Modern Slavery

Essity's procurement personnel are trained to assess and identify human rights risks in their activities and interactions with suppliers. Essity continuously performs risk assessments of suppliers, including an evaluation from a sustainability and human rights perspective. Essity requires that the company's suppliers use Sedex to conduct a self-assessment linked to working conditions, environment, business ethics and health and safety. Suppliers located in countries that Sedex considers high-risk countries undergo an ethical audit that focuses on areas such as human rights, employment conditions and corruption. An ethical audit may also be initiated on the basis of other indicators, such as a low rating in Sedex or a low score in Essity's quality audits of suppliers. The preferred audit format is SMETA, which is the most widely used method globally for social and ethical audits.

Through the Sedex tool we map our supplier base and screen for inherent geographical and sector risks and combine these with specific site-related operational risks based on detailed Self-assessment Questionnaires (SAQs) and the findings of previous independent ethical audits. We also use the Sedex forced labour and modern slavery indicators in our modern slavery risk assessment. Suppliers who are judged to constitute an increased risk (based on location, industry, manufacturing technology, labour type, etc.) are also screened against various databases for court cases, negative media, embargo and sanction lists.

Essity also receives information and best practice updates through various memberships and business associations such as FSC® (Forest Stewardship Council) for forest fibers, BCI (Better Cotton Initiative) for cotton, EDANA (European Disposables and Nonwovens Association) for non-woven materials, and RSPO (Roundtable on Sustainable Palm Oil) for palm oil to name just a few. Essity Australasia also works with local industry groups to ensure the latest trends and risk identification and reduction measures are being adopted and best practices shared.

When combined, all of these measures ensure a comprehensive assessment of modern slavery risks within our global supply chain.

Table 1 - Identified modern slavery and workers' rights risks

Identified sector-based risks	Identified geographic-based risks	Salient Modern Slavery and Workers' Rights risks
	Medium High	
Agriculture, cotton, sugar cane	US, Europe	Wages and benefits Forced labour Recruitment debt
	Asia, Latin America	Forced labour Wages and benefits Recruitment debt Land rights Child labour
Forestry, cellulose, pulp and paper manufacturing	Europe	Health and Safety Wages and benefits Recruitment debt Unsustainable forest management – variety of species
	US, Canada Australasia	Health and Safety Wages and benefits Recruitment debt Working hours Land rights Unsustainable forest management – variety of species
	Asia Latin America	Health and Safety Forced Labour Recruitment debt Living Wage/Wages and benefits Working hours Freedom of association and collective bargaining Land rights
Other raw materials and Chemicals	Europe US, Canada Australasia	Wages and benefits Working hours
	Asia	Forced Labour Recruitment debt Living Wage/Wages and benefits Working hours Freedom of association and collective bargaining Child Labour
Bought in finished goods: Dispensers, apparel, soaps & lotions, wound care dressings.	Australasia Europe, US	Wages and benefits Working hours

	Asia	Forced Labour Recruitment debt Living Wage/Wages and benefits Working hours Freedom of association and collective bargaining Child Labour Health and safety
Logistics and Shipping	Australasia, Europe, US & Canada	Living Wage/Wages and benefits Working hours
	Asia, Latin America	Living Wage/Wages and benefits Working hours Health and safety
Recycled material: Recycled fibers for paper making, Recycled plastics	Australasia, Europe, US & Canada	Corruption, health and safety
	Asia, Latin America	Corruption, organised crime, health and safety, child labour
Unqualified services: facility management, cleaning, waste handling, construction	Australasia, Europe, US & Canada	Forced labour, illegal immigration, working hours, wages and benefits
	Asia, Latin America	Forced labour, trafficking, working hours, wages and benefits, health and safety

6 Mitigating and Remediating Modern Slavery Risks

6.1 Supplier Engagement and Due Diligence

Essity's procurement personnel undertake due diligence of prospective suppliers, including pre-qualification checks, vendor pre-qualification forms and contract terms that ensure suppliers sign up to the Global Supplier Standard. All contracted suppliers are monitored and regular engagement is maintained by the procurement team including continuous risk assessment to identify and manage any modern slavery and workers' rights risks.

To ensure Essity's people have the skills and knowledge they need to identify and manage modern slavery risks, all Essity employees must complete the company's Human Rights Training module. In addition, Procurement team members must complete Supplier Code of Conduct training that covers several modern slavery topics such as human rights, child labour and forced labour.

In addition to this training and awareness building, the dedicated global Sustainable Procurement Team within Global Procurement provide ongoing engagement, support and training of procurement team members right across the globe. This team provides an in-house centre of excellence in sustainable and ethical procurement to the broader business.

6.2 Monitoring of suppliers using a risk-based approach

Essity identifies, monitors, mitigates, and remediates modern slavery and workers' rights using a risk-based approach. As described in previous sections, suppliers are requested to commit to Essity's Global Supplier Standard including the Supplier Code of Conduct. Depending on the nature of the material or service provided, or where the supplier is located, the supplier can be required to join Sedex, complete the Self-Assessment Questionnaire and share site information with Essity. If sites are considered to be higher risk, suppliers are required to undertake a third-party ethical audit and make this available to Essity on Sedex. During 2025, 94 third party ethical audits were reviewed.

6.3 Mitigation and Remediation

Before entering into a business relationship with a supplier, Essity has many processes in place to avoid and mitigate potential risks. By purchasing certified sustainable raw materials, by avoiding certain levels of quality and manufacturing processes, and through careful pre-screening, Essity avoids many risks using our knowledge and competence. However, if critical or major non-conformances are identified at a supplier, either through Sedex, an independent audit or any other reliable means, the supplier is required to remediate these non-conformances in a timely manner and have the issues closed out by the auditor or Essity representative.

No instances of modern slavery were identified during 2025, however if suppliers do not meet the remediation requirements of the Global Supplier Standard and are unwilling to improve the management of these issues, Essity can suspend or terminate the contract.

6.3.1 Mitigating Risks in Forestry

As fiber-based materials and products are a key part of what we sell and manufacture, and forestry has been identified as a sector risk, Essity has a Global Fiber Sourcing Policy to mitigate the risks in this supply chain.

All the virgin or fresh wood fiber we source and use must come from suppliers that are certified according to FSC® (Forest Stewardship Council) or PEFC™ (Program for the Endorsement of Forest Certification). Our demand is that the fiber at a minimum will always meet the FSC Controlled Wood standard, which means that the origin of the fiber has been verified by an independent third party.

FSC is an organisation that sets robust and fully transparent standards for responsible forest management that safeguards biodiversity, proper forest conservation and consideration for the people living in and by the forests.

Essity participates on a regular basis in stakeholder dialogues concerning forest management, which include other key stakeholders like the environmental organisations WWF and Greenpeace, as well as local stakeholders.

Importantly, as an FSC Certified business, our sites are required to maintain strict standards across the full range of FSC ethical sourcing and chain of custody standards. Our compliance with the standards of FSC Certification are maintained through annual site audits which not only review the practices within our sites, they also ensure chain of custody is maintained amongst our certified supplier base. By sourcing certified sustainable fiber, we can be confident standards are maintained across Essity's entire fiber value chain.

6.3.2 Mitigating Risks in the Cotton Industry

A small number of our products contain cotton. Cotton is a natural, renewable and biodegradable fiber. There can be sustainability and responsible sourcing challenges within the cotton supply chain and, as such, we have high standards for our cotton suppliers.

We require that the cotton we source should be more sustainable. This means that the cotton should be certified ecological, recycled, organic,

or from areas with low risk for non-compliance. This includes fair conditions for all workers, with zero-tolerance for forced labour or child labour, as well as strict environmental parameters on the ecologically-sound farming of cotton.

Essity is member of the Better Cotton Initiative (BCI), the largest sustainability program for cotton, and upholds its standards and recommendations. BCI is Essity's preferred scheme for securing sustainable cotton, although other programs with similarly high standards are also accepted.

6.4 Grievance Mechanisms

Essity operates a Whistleblower and Reporting of Improper Conduct mechanism that receives input from both internal and external stakeholders about any ethical issues, including human rights and modern slavery.

No instances of modern slavery were reported through the Whistleblower and Reporting of Improper Conduct mechanism in 2025.

6.5 Collaboration and Partnerships

We recognise that we cannot tackle modern slavery alone and have formed partnerships and joined industry collaboration groups to work together on this issue alongside other important topics.

Organisation	Links
AIM Progress	https://www.aim-progress.com/
Consumer Goods Forum	https://www.theconsumergoodsforum.com/
Sedex (Supplier Ethical Data Exchange)	https://www.sedex.com/
EcoVadis	https://ecovadis.com/
BCI (Better Cotton Initiative)	https://bettercotton.org/
FSC (Forest Stewardship Council)	https://fsc.org/en
PEFC (Program for the Endorsement of Forest Certification)	https://www.pefc.org/
RSPO (Roundtable for Sustainable Palm Oil)	https://rspo.org/
BonSucro (for sustainable sugarcane production)	https://bonsucro.com/

7 Tracking our Progress and Effectiveness

We recognise the value of continuous improvement and in tracking the progress and effectiveness of our actions to tackle modern slavery. Our evaluation process includes:

- Regular review of our risk assessment processes to ensure it remains up to date
- Continuous risk assessments of the risk level of our active suppliers
- Following up non-conformances with suppliers, and the number of these being remediated and closed out
- Regular review and tracking of supplier SAQs against labour, human rights, health and safety and other indicators

- Deeper supply chain mapping and risk assessment for key risk materials (such as wood fiber and cotton)
- Accessing networks and resources to identify best practice, improvement opportunities and emerging risks

8 Looking Ahead

We recognise that we are on a continuous path to addressing Modern Slavery in our supply chains, and we have set the following priorities for calendar year 2026:

Table 2 – 2026 Modern Slavery Priorities

Area	Planned Actions
Policies and processes	• Update Australian Modern Slavery Statement and the growing list of similar modern slavery risk minimisation statements required in other jurisdictions where we operate. • Continue to grow compliance with the Essity Global Supplier Standard and information sharing through Sedex. • Continue to support recently acquired businesses to adopt the same or equivalent modern slavery identification and mitigation procedures. • Continue to respond to requests for information from customers and other stakeholders to assist them to meet their ethical sourcing obligations. • Prepare to meet New Zealand's upcoming modern slavery reporting obligations, and ensure we meet the highest standard across ANZ for future reporting requirement.
Human Resources and Operations	• Prepare for the simplified requirements of the delayed omnibus European Corporate Sustainability Due Diligence Directive which will come into effect in July 2029. • Ensure compliance with other human rights due diligence measures in other parts of the world.
Procurement Processes	• Enhance and maintain supplier approval procedure measures and ongoing supplier management to ensure best in class processes. • Continue to identify new tools to improve visibility of our supply chains, and monitor the potential of emerging AI technology to enhance our safeguards.
Training	• Ongoing and enhanced training of procurement personnel related to risk assessment and due diligence legislations. • Capacity building among selected suppliers for specific topics or materials.
Grievance Mechanisms and Remediation	• Communication of grievance mechanism to suppliers and on www.essity.com
Progress and Effectiveness	• Continue to enhance understanding of Sustainable Procurement ways of working with both internal and external stakeholders, including on www.essity.com • Ensure the 2026 Modern Slavery Statement is publicly available via the Essity Australasia website once approved and published by government.

Collaboration and Engagement	• Continue to engage with suppliers to raise awareness and improve performance. • Continue to engage with industry associations and expert organisations on key topics related to modern slavery.
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