



OCCUPATIONAL SAFETY AND WELL-BEING INSTRUCTIONS

Metsä Group develops and takes responsibility for Occupational Safety and Well-being (OSW) for our employees, subcontractors, visitors and other parties involved with our operations. Metsä Group is committed in its operations to promote Occupational Safety and Well-being. Proper management of OSW processes is vital for Metsä Group's successful and profitable operations as well as the company's sustainable development.

Metsä Group complies with laws, official guidelines and regulations. Metsä Group managers are responsible for taking care that the local operations follow these regulations and laws. The management of all Metsä Group Business Area and units is responsible for:

- Setting clear OSW targets and action plans.
- Continuously developing operations and the content of the employment.
- Having sufficient OSW resources with clear responsibilities for the implementation, promotion and monitoring the progress.
- Maintaining and further developing the practises for transparent reporting across the Group. Analysing and utilizing the findings from the OSW reports appropriately to ensure continuous improvement of our operations.
- Active and systematic follow-up of the progress towards the set OSW targets.
- Evaluating our performance in comparison to the OSW development of other companies in similar operational environments and to the best available practices.

All employees in Metsä Group are responsible for understanding and acting within their own responsibility area to fulfil these requirements and take responsibility for themselves and for their colleagues in developing Occupational Safety and Well-being in Metsä Group.

Metsä Group is a forerunner in bioeconomy utilising renewable wood from sustainably managed northern forests. Metsä Group focuses on wood supply and forest services, wood products, pulp, fresh forest fibre paperboards and tissue and cooking papers. Metsä Group consists of Metsäliitto Cooperative, its two businesses Metsä Wood and Metsä Forest, and its subsidiaries Metsä Tissue, Metsä Board, Metsä Fibre and Metsä Spring.

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