



SUSTAINABILITY PRINCIPLES

Business Responsibility

- We carry out our operations responsibly and develop them in long-term cooperation with our stakeholders.
- We operate in accordance with our corporate values and our principles of good business practice.
- We act in compliance with current legislation and cooperate openly with authorities.
- Our aim is to produce economic added value for our owners. We advance sustainable forestry.
- We are committed to the continuous improvement of our activities, products and services.
- We evaluate the economic, social and environmental impacts of acquisitions and investments.

Economic Responsibility

- Our competitive strengths and long-term profitability form the basis for our economic responsibility and successful operations.
- We report truthfully on our financial situation.
- We do not tolerate corruption or bribery in our operations.

Social Responsibility

- We respect human rights and do not violate them.
- We recognise our employees' rights to freedom of association and collective bargaining. We encourage open dialogue between our employees and the management.
- We do not approve the use of child labour or forced labour.
- We value different cultures and treat each person as an individual. We do not accept discrimination.
- We promote equality in our operations.

- We enhance a safe and healthy working environment for our employees.
- We develop jobs to make them meaningful and versatile. We support the continuous development of our staff.

Environmental Responsibility

- We recognise and proactively reduce the environmental impacts of our operations and prepare for environmental challenges.
- We aim to develop and implement technologies and practices that have a minimum impact on the environment.
- We improve the energy efficiency of our production processes and aim at increasing the share of renewable energy and decreasing carbon dioxide emissions.
- We advance sustainable forestry and consider the preservation of forest biodiversity to be important.
- We use materials efficiently.

Implementation and Monitoring

Metsä Group's Executive Management Board bears the responsibility for monitoring the enforcement and realisation of these principles.

Metsä Group's Executive Management Board approved these sustainability principles on 12 February 2007.

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 and Metsä Fibre.
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