

General Standard Disclosures			Page Reference	Comments
Strategy and Analysis	G4-1	Statement from CEO	<a href="#">p. 6-7</a>	
Organizational Profile	G4-3	Name of the organization	<a href="#">p. 3</a>	
	G4-4	Primary brands, products and services	<a href="#">p. 13-14, 17-18, 20-22, 25-27, 29-30</a>	
	G4-5	Location of the organization's headquarters	<a href="#">Back cover</a>	
	G4-6	Number of countries where the organization operates	<a href="#">p. 15, 19, 23, 27, 31</a>	
	G4-7	Nature of ownership and legal form	<a href="#">p. 53-55</a>	
	G4-8	Markets served	<a href="#">p. 14-15, 18-19, 22, 26-27, 30</a>	
	G4-9	Scale of the organization	<a href="#">p. 4-5</a>	
	G4-10	Total number of employees	<a href="#">p. 4, 39, 71 (note 4), 91</a>	The proportion of employees employed on a part-time basis is low, 4.1 (4.2) percent. In view of the low figures, a more detailed breakdown lacks relevance. Contractors are handled by the mills and not included in employee statistics for Holmen, hence not disclosed.
	G4-11	Employees covered by collective bargaining agreements	<a href="#">p. 91</a>	
	G4-12	Description of the organization's supply chain	<a href="#">p. 40</a>	
	G4-13	Significant changes during the reporting period	<a href="#">www: About Holmen's sustainability reporting</a>	
	G4-14	Use of precautionary approach	<a href="#">p. 33</a>	
	G4-15	Externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or endorses	<a href="#">p. 41</a>	
	G4-16	Memberships of associations	<a href="#">p. 41</a> <a href="#">www: Organisations and joint action, www: R&amp;D and innovation</a>	

## Holmen GRI 2015

Identified Material	G4-17	Entities included in the organization's consolidated financial statements	<a href="#">p. 86 (note 23)</a>
	Aspects and Boundaries	G4-18	Defining report content
Process for Defining Report Content	G4-19	Material aspects	<a href="#">www: About Holmen's sustainability reporting</a>
	G4-20	Aspect boundary within the organization	<a href="#">www: About Holmen's sustainability reporting</a>
	G4-21	Aspect boundary outside the organization	<a href="#">www: About Holmen's sustainability reporting</a>
	G4-22	Restatements of information	<a href="#">s. 90</a>
	G4-23	Significant changes from previous reporting periods in the scope and aspect boundaries	<a href="#">www: About Holmen's sustainability</a>
Stakeholder Engagement	G4-24	Stakeholder groups engaged by the organization	<a href="#">p. 40-41</a>
	G4-25	Basis for identification of stakeholders	<a href="#">p. 40-41</a>
	G4-26	The organization's approach to stakeholder engagement	<a href="#">p. 40-41</a>
	G4-27	Topics and concerns raised through stakeholder	<a href="#">p. 40-41</a>
Report Profile	G4-28	Reporting profile	<a href="#">www: About Holmen's sustainability reporting</a>
	G4-29	Date of most recent report	<a href="#">www: About Holmen's sustainability reporting</a>
	G4-30	Reporting cycle	<a href="#">www: About Holmen's sustainability reporting</a>
	G4-31	Contact point for questions regarding the report	<a href="#">www: About Holmen's sustainability reporting</a>
	G4-32	GRI content index	<a href="#">www: About Holmen's sustainability reporting</a>
	G4-33	External assurance	<a href="#">www: About Holmen's sustainability reporting</a>
Governance	G4-34	Governance structure of the organization	<a href="#">p. 46-49</a>
Ethics and Integrity	G4-56	Values, principles, standards and norms of behaviour	<a href="#">p. 39, 48-49</a>

Specific Standard Disclosures		Page Reference	Omissions
<b>Economic</b>			
Profitability	DMA	<a href="#">p. 4, 6-7, 9</a>	
	Own KPI Profitability	<a href="#">p. 9</a>	
Capital structure	DMA	<a href="#">p. 4, 6-7, 9</a>	
	Own KPI Capital structure	<a href="#">p. 9</a>	
Dividend	DMA	<a href="#">p. 4, 6-7, 9</a>	
	Own KPI Dividend	<a href="#">p. 9</a>	
Economic Performance	DMA	<a href="#">p. 4, 6-7, 40-41</a>	
	Own KPI Direct economic value generated and distributed	<a href="#">p. 41</a>	
<b>Environment</b>			
Materials	DMA	<a href="#">p. 10-11, 27, 32-34, 37</a>	
	G4-EN1 Materials used by weight or volume	<a href="#">p. 90</a>	
	G4-EN2 Percentage of materials used that are recycled input materials	<a href="#">p. 27, 32, 90</a>	
Energy	DMA	<a href="#">p. 10-11, 16, 32-36, 41</a>	
	G4-EN3 Energy consumption within the organization	<a href="#">p. 34, 90-91</a>	The energy consumption includes pulp, paper and paperboard mills and the Group's two sawmills. It does not include forestry energy consumption. Emissions of fossil carbon dioxide from forestry operations are, however, included in EN15.
Water	DMA	<a href="#">p. 32-36</a>	
	G4-EN8 Total water withdrawal by source	<a href="#">p. 90, www: Water</a>	

Emissions

	DMA		<a href="#">p. 10-11, 32-37, www: Instruments in the area of climate change</a>
G4-EN15	Direct greenhouse gas (GHG) emissions (Scope 1)		<a href="#">p. 10, 90</a>
G4-EN16	Direct greenhouse gas (GHG) emissions (Scope 2)		<a href="#">p. 10, 91</a>
G4-EN17	Direct greenhouse gas (GHG) emissions (Scope 3)		<a href="#">p. 10</a>
G4-EN19	Reduction of greenhouse gas (GHG) emissions		<a href="#">p. 34, 37, 90</a>
G4-EN21	NO <sub>x</sub> , SO <sub>x</sub> , and other significant air emissions		<a href="#">p. 90</a> The emissions to air include pulp, paper and paperboard mills and the Group's two sawmills. No figures for emissions from forestry equipment have been recorded since no measuring procedures have yet been devised for this.

Effluents and waste

	DMA		<a href="#">p. 33, 34-36</a>
			<a href="#">p. 90,</a>
G4-EN23	Total weight of waste by type and disposal method		<a href="#">www: By-products and waste</a> The waste management procedures at the mills are regulated in accordance with the permits and conditions notified by the environmental authorities. The mills are obliged to submit regular reports on the quantity and disposal of various waste products generated by Holmen's operations and reporting therefore takes place as prescribed by the authorities.
G4-EN24	Total number and volume of significant spills		<a href="#">p. 36</a>

Compliance

	DMA		<a href="#">p. 33, 34-36</a>
G4-EN31	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations		<a href="#">p. 36</a>

Overall  
(Environmental  
protection  
expenditures and  
investments)

DMA		<a href="#">p. 33, 34, 36,</a> <a href="#">www:</a> <a href="#">Environmental protection expenditure</a>
G4-EN31	Total environmental protection expenditures and investments by type	<a href="#">p. 91</a>  Under Swedish legislation Holmen has an obligation to report annually to Statistics Sweden (SCB) on its environmental protection expenditure. A pre-defined template is used for this purpose. Holmen has therefore chosen to use this procedure to report on its environmental protection expenditure.

Supplier  
Environmental  
Assessment

DMA		<a href="#">p. 33, 40-41</a>
G4-EN33	Significant actual and potential negative environmental impacts in the supply chain and actions taken	<a href="#">p. 40</a>
DMA		<a href="#">p. 36, 39-41</a>
G4-EN34	Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms	<a href="#">p. 36, 40</a>

**Social**

Occupational  
Health & Safety

DMA		<a href="#">p. 33, 38</a>
G4-LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender	<a href="#">p. 39, 91</a>  Working accidents are presented per 1 million working hours. This is in accordance with the routines outlined by other companies in the Swedish pulp and paper industry.

Training &  
Education

DMA		<a href="#">p. 33, 38,</a> <a href="#">www: Skills development</a>
G4-LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	<a href="#">p. 38</a>

Diversity & Equal Opportunity	DMA		<a href="#">p. 33, 38,</a> <a href="#">www: Gender equality and diversity</a>
	G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	<a href="#">p. 50-52, 91</a>  Swedish legislation prohibits registration of ethnical or minority belonging. Hence Holmen does not collect nor report such information. Furthermore Holmen has for many years reported average number of employees, gender distribution and average age of the workforce.
Supplier Assessment for Labor Practices	DMA		<a href="#">p. 33, 40-41</a>
	G4-LA15	Significant actual and potential negative impacts for labor practices in the supply chain and actions taken	<a href="#">p. 40</a>
Labor Practices Grievance Mechanisms	DMA		<a href="#">p. 39</a>
	G4-LA16	Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms	<a href="#">p. 40</a>
Freedom of Association and Collective Bargaining	DMA		<a href="#">p. 33, 39-40,</a> <a href="#">www: UN Global Compact</a>
	G4-HR4	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights	<a href="#">p. 40-41, 91</a>
Child labor	DMA		<a href="#">p. 33, 39-40,</a> <a href="#">www: UN Global Compact</a>
	G4-HR5	Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor	<a href="#">p. 40-41</a>
Forced or Compulsory Labor	DMA		<a href="#">p. 33, 39-40,</a> <a href="#">www: UN Global Compact</a>
	G4-HR6	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures taken to contribute to the effective abolition of child labor	<a href="#">p. 40-41</a>

Supplier Human Rights Assessment	DMA		<a href="#">p. 33, 40-41</a>
	G4-HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken	<a href="#">p. 40</a>
Human Rights Grievance Mechanisms	DMA		<a href="#">p. 39</a>
	G4-HR12	Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms	<a href="#">p. 40</a>
Anti-corruption	DMA		<a href="#">p. 33, 39, 49, www: Business ethics policy</a>
	G4-SO4	Communication and training on anti-corruption policies and procedures	<a href="#">p. 39-41, 49</a> Holmen's Code of Conduct applies to all employees so that it is not necessary to report on employee categories and regions. Holmen's Supplier Code of Conduct applies to all business partners so that it is not necessary to report on types of business partners or regions.
	G4-SO5	Confirmed incidents of corruption and actions taken	<a href="#">p. 40, 49</a>
Anti-competitive Behaviour	DMA		<a href="#">p. 39-40, 48-49</a>
	G4-SO7	Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes	<a href="#">p. 49</a>
Compliance	DMA		<a href="#">p. 48-49</a>
	G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	<a href="#">p. 49</a>
Supplier Assessment for Impacts on Society	DMA		<a href="#">p. 33, 40-41</a>
	G4-SO10	Significant actual and potential negative impacts on society in the supply chain and actions taken	<a href="#">p. 40</a>
Grievance Mechanisms for Impacts on Society	DMA		<a href="#">p. 36, 39</a>
	G4-SO11	Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms	<a href="#">p. 36, 40</a>