

General Standard Disclosures			Page Reference	Comments
Strategy and Analysis	G4-1	Statement from CEO	p. 8-9	
Organizational Profile	G4-3	Name of the organization	p. 3	
	G4-4	Primary brands, products and services	p. 14-23	
	G4-5	Location of the organization's headquarters	Back cover	
	G4-6	Number of countries where the organization operates	p. 4, 15, 17, 23	
	G4-7	Nature of ownership and legal form	p. 40-41	
	G4-8	Markets served	p. 14-23	
	G4-9	Scale of the organization	p. 5, 10-11, 43	
	G4-10	Total number of employees	p. 5, 28, 54 (note 4), 81	The proportion of employees employed on a part-time basis is low, 3.7 (4.1) 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	p. 81	
	G4-12	Description of the organization's supply chain	p. 13, 37	
	G4-13	Significant changes during the reporting period	p. 5, 80, www>About Holmen's sustainability reporting	
	G4-14	Use of precautionary approach	p. 24	
	G4-15	Externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or endorses	p. 26, 31	
	G4-16	Memberships of associations	p. 26, 31, www R&D and innovation	

Holmen GRI 2016

Identified Material	G4-17	Entities included in the organization's consolidated financial statements	p. 68 (note 23)
	G4-18	Defining report content	www About Holmen's sustainability reporting
Process for Defining Report Content	G4-19	Material aspects	www About Holmen's sustainability reporting
	G4-20	Aspect boundary within the organization	www About Holmen's sustainability reporting
	G4-21	Aspect boundary outside the organization	www About Holmen's sustainability reporting
	G4-22	Restatements of information	s. 80
	G4-23	Significant changes from previous reporting periods in the scope and aspect boundaries	www About Holmen's sustainability
	G4-24	Stakeholder groups engaged by the organization	p. 13
Stakeholder Engagement	G4-25	Basis for identification of stakeholders	p. 13
	G4-26	The organization's approach to stakeholder engagement	p. 13, 37
	G4-27	Topics and concerns raised through stakeholder	www About Holmen's sustainability reporting

Holmen GRI 2016

Report Profile	G4-28	Reporting profile	www About Holmen's sustainability reporting
	G4-29	Date of most recent report	www About Holmen's sustainability reporting
	G4-30	Reporting cycle	www About Holmen's sustainability reporting
	G4-31	Contact point for questions regarding the report	www About Holmen's sustainability reporting
	G4-32	GRI content index	www About Holmen's sustainability reporting
	G4-33	External assurance	p. 73, www About Holmen's sustainability reporting www Auditor's report
Governance	G4-34	Governance structure of the organization	p. 32-35
Ethics and Integrity	G4-56	Values, principles, standards and norms of behaviour	p. 31, 37, 34-35

Specific Standard Disclosures		Page Reference	Omissions
Economic			
Profitability	DMA	p. 5-9	
	Own KPI Profitability	p. 7	
Capital structure	DMA	p. 5-9	
	Own KPI Capital structure	p. 7	
Dividend	DMA	p. 5-9	
	Own KPI Dividend	p. 7	
Economic Performance	DMA	p. 5, 8-9, 13, 37	
	Own KPI Direct economic value generated and distributed	p. 13	
Materials	DMA	p. 12, 24-26, 30-31	
	G4-EN1 Materials used by weight or volume	p. 80	
	G4-EN2 Percentage of materials used that are recycled input materials	p. 22, 30, 80	
Energy	DMA	p. 12, 16, 24-27, 30-31	
	G4-EN3 Energy consumption within the organization	p. 24, 80-81	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	p. 16-17, 26-27, www Raw-materials - water, www Water environment at Holmen's units	
	G4-EN8 Total water withdrawal by source	p. 17, 80, www Raw-materials - water,	

Emissions

	DMA		s.7, 24-26, www Instruments in the area of climate change
	G4-EN15	Direct greenhouse gas (GHG) emissions (Scope 1)	p. 7, 24-25, 80
	G4-EN16	Direct greenhouse gas (GHG) emissions (Scope 2)	p. 25, 80
	G4-EN17	Direct greenhouse gas (GHG) emissions (Scope 3)	p. 25
	G4-EN19	Reduction of greenhouse gas (GHG) emissions	p. 7, 24-25, 81
	G4-EN21	NO _x , SO _x , and other significant air emissions	p. 80, www Production and environment Holmen 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. Data for volatile organic compounds reported on holmen.com.

Effluents and waste

	DMA		p. 24, 26-27
	G4-EN22	Total water discharge by quality and destination	p. 27, 80, www Water environment at Holmen's units www Raw- materials - water
	G4-EN23	Total weight of waste by type and disposal method	p. 80, www By- products and waste 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	p. 27

Products and services

	DMA		p. 30
	G4-EN27	Extent of impact mitigation of environmental impacts of products and services	p. 25, 30

Holmen GRI 2016

Compliance	DMA		p. 24, 27, 37	
	G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	p. 27	
Overall (Environmental protection expenditures and investments)	DMA		p. 24, 37, 67 (note 21) 80, www Environmental protection expenditure	
	G4-EN31	Total environmental protection expenditures and investments by type	p. 67 (note 21), 80	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		p. 13, 37	
	G4-EN33	Significant actual and potential negative environmental impacts in the supply chain and actions taken	p. 37	
Environmental Grievance Mechanisms	DMA		p. 13, 27, 37	
	G4-EN34	Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms	p. 27	
Social				
Occupational Health & Safety	DMA		p. 13, 28-29, 37	
	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	p. 29, 81	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		p. 13, 28, 34, 37, www Skills development
	G4-LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	p. 28, 37
Diversity & Equal Opportunity	DMA		p. 28, www Equal treatment
	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	p. 28, 54 (note 4), 74-76, 81 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		p. 13, 34, 37
	G4-LA15	Significant actual and potential negative impacts for labor practices in the supply chain and actions taken	p. 37
Labor Practices Grievance Mechanisms	DMA		p. 34, 37
	G4-LA16	Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms	p. 37
Freedom of Association and Collective Bargaining	DMA		p. 13, 28, 31, 37 www UN Global Compact
	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	p. 37

Child labor	DMA		p. 13, 31, 34, 37, www UN Global Compact
	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	p. 37
Forced or Compulsory Labor	DMA		p. 13, 31, 34, 37, www UN Global Compact
	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	p. 37
Supplier Human Rights Assessment	DMA		p. 13, 31, 34, 37, www UN Global Compact
	G4-HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken	p. 37
Human Rights Grievance Mechanisms	DMA		p. 13, 34, 37, www UN Global Compact
	G4-HR12	Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms	p. 37

Anti-corruption	DMA		p. 13, 34, 37 www Business ethics policy
	G4-SO4	Communication and training on anti-corruption policies and procedures	p. 13, 34, 37
	G4-SO5	Confirmed incidents of corruption and actions taken	p. 37
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.			
Anti-competitive Behaviour	DMA		p. 13, 34, 37, www Business ethics policy
	G4-SO7	Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes	p. 37
Compliance	DMA		p. 34-35, www Business ethics policy
	G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	p. 37
Supplier Assessment for Impacts on Society	DMA		p. 13, 37
	G4-SO10	Significant actual and potential negative impacts on society in the supply chain and actions taken	p. 37
Grievance Mechanisms for Impacts on Society	DMA		p. 13, 27, 34
	G4-SO11	Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms	p. 37