

GRI Disclosures

Holmen's GRI Disclosures 2018

In 2018, Holmen conducted a root and branch materiality analysis to establish our role in a sustainable future. The work included both internal and external stakeholders, with the results of the analysis providing the basis for the development of Holmen's Group-wide sustainability work, and thus, Holmen sustainability reporting.

You find more information about Holmen's Materiality Assessment on www.holmen.com/sustainability.

Holmen sustainability reporting, GRI

General Standard Disclosures

Materiality name	GRI-disclosure	Disclosure name	Page reference to annual report 2018 / Webb reference
Organizational profile	102-1	Name of the organization	p. 2
	102-2	Activities, brands, products and services	p. 10-19
	102-3	Location of headquarters	Back cover
	102-4	Location of operations	p. 10, 13, 15, 17, 19
	102-5	Ownership and legal form	p. 36-37
	102-6	Markets served	p. 10-19
	102-7	Scale of the organization	
	102-8	Information on employees and other workers	p. 24, 50 not 4, 77. https://www.holmen.com/en/sustainability/sustainability-reporting/key-figures/
	102-9	Supply chain	p.33, 35 (sensitivity analysis), 77 https://www.holmen.com/en/about/corporate-governance/code-of-conduct-and-policies/supplier-code-of-conduct-and-supplier-follow-up/ https://www.holmen.com/en/sustainability/thriving-rural-communities/ https://www.holmen.com/en/sustainability/our-sustainability-work/environmental-sustainability/wood-procurement-traceability/

	102-10	Significant changes to the organization and its supply chain	p. 33 https://www.holmen.com/en/sustainability/sustainability-reporting/sustainability-reports/ https://www.holmen.com/en/about/corporate-governance/code-of-conduct-and-policies/supplier-code-of-conduct-and-supplier-follow-up/
	102-11	Precautionary Principle or approach	p. 23
	102-12	External initiatives	https://www.holmen.com/en/sustainability/sustainability-reporting/awards/
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Strategy	102-14	Statement from senior decision-maker	p. 4-5, 26,
Ethics and integrity	102-16	Values, principles, standards, and norms of behavior	p. 30-31
Governance	102-18	Governance structure	p. 20, 30, 31 https://www.holmen.com/en/sustainability/our-sustainability-work/governance-strategy-objectives-risks/organisation-management/
	102-24	Nominating and selecting the highest governance body	p. 28
Stakeholder engagement	102-40	List of stakeholder groups	https://www.holmen.com/en/sustainability/our-sustainability-work/in-partnership-with-our-stakeholders/
	102-41	Collective bargaining agreements	p.77
	102-42	Identifying and selecting stakeholders	https://www.holmen.com/en/sustainability/our-sustainability-work/in-partnership-with-our-stakeholders/
	102-43	Approach to stakeholder engagement	p. 77 https://www.holmen.com/en/sustainability/our-sustainability-work/in-partnership-with-our-stakeholders/
	102-44	Key topics and concerns raised	https://www.holmen.com/en/sustainability/sustainability-reporting/sustainability-reports/materiality-analysis/
Reporting principles	102-45	Entities included in the consolidated financial statements	p. 64 not 23
	102-46	Defining report content and topic boundaries	https://www.holmen.com/en/sustainability/sustainability-reporting/sustainability-reports/

	102-47	List of material topics	https://www.holmen.com/en/sustainability/sustainability-reporting/sustainability-reports/materiality-analysis/
	102-48	Restatements of information	https://www.holmen.com/en/sustainability/sustainability-reporting/sustainability-reports/gri/
	102-49	Changes in reporting	https://www.holmen.com/en/sustainability/sustainability-reporting/sustainability-reports/ https://www.holmen.com/en/sustainability/sustainability-reporting/sustainability-reports/gri/
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Specific Standard Disclosures

Materiality name	GRI-disclosure	Disclosure name	Page reference / Webb reference
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	103-2	The management approach and its components	https://www.holmen.com/en/sustainability/our-sustainability-work/governance-strategy-objectives-risks/

	103-3	Evaluation of the management approach	p. 20 https://www.holmen.com/en/sustainability/our-sustainability-work/governance-strategy-objectives-risks/#risk_management
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Economic performance	201-1	Direct economic value generated and distributed	p. 48 not 2, s 50 not 4, s 51 not 6, sid 52 not 7, 77
	201-3	Defined benefit plan obligations and other retirement plans	p. 61 not 17
Anti-corruption	205-MAD	Management approach disclosure	p. 20 https://www.holmen.com/en/sustainability/sustainability-reporting/sustainability-reports/materiality-analysis/ https://www.holmen.com/en/sustainability/our-sustainability-work/governance-strategy-objectives-risks/ https://www.holmen.com/en/about/corporate-governance/code-of-conduct-and-policies https://www.holmen.com/en/about/corporate-governance/code-of-conduct-and-policies/business-ethics-policy/
	205-3	Confirmed incidents of corruption and actions taken	p.33 https://www.holmen.com/en/about/corporate-governance/code-of-conduct-and-policies/business-ethics-policy/
Environmental			
Materials	301-MAD	Management approach disclosure	p. 20 https://www.holmen.com/en/sustainability/sustainability-reporting/sustainability-reports/materiality-analysis/ https://www.holmen.com/en/sustainability/our-sustainability-work/governance-strategy-objectives-risks/ https://www.holmen.com/en/about/corporate-governance/code-of-conduct-and-policies/
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			https://www.holmen.com/en/sustainability/sustainability-reporting/sustainability-reports/materiality-analysis/ https://www.holmen.com/en/sustainability/our-sustainability-work/governance-strategy-objectives-risks/ https://www.holmen.com/en/about/corporate-governance/code-of-conduct-and-policies/
	302-1	Energy consumption within the organization	<p>p. 9, 19, 22, 23, 76</p> <p>https://www.holmen.com/en/sustainability/sustainability-reporting/key-figures/#Environmental_KPI_s</p>
	302-4	Reduction of energy consumption	<p>p. 9, 22, 23, 76</p> <p>https://www.com/en/sustainability/sustainability-reporting/key-figures/#Environmental_KPI_s</p>
Water	303-MAD	Management approach disclosure	<p>p. 20</p> <p>https://www.holmen.com/en/sustainability/sustainability-reporting/sustainability-reports/materiality-analysis/ https://www.holmen.com/en/sustainability/our-sustainability-work/governance-strategy-objectives-risks/ https://www.holmen.com/en/about/corporate-governance/code-of-conduct-and-policies/</p>
	303-3	Water withdrawal	p. 76
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	304-3	Habitats protected or restored	<p>p. 27</p> <p>https://www.holmen.com/en/sustainability/our-sustainability-work/environmental-sustainability/biodiversity/</p>

			https://www.holmen.com/en/sustainability/our-sustainability-work/environmental-sustainability/water/ https://www.holmen.com/en/forest/sustainable-and-responsible-forestry/
Emissions	305-MAD	Management approach disclosure	<p>p. 20</p> <p>https://www.holmen.com/en/sustainability/sustainability-reporting/sustainability-reports/materiality-analysis/</p> <p>https://www.holmen.com/en/sustainability/our-sustainability-work/governance-strategy-objectives-risks/</p> <p>https://www.holmen.com/en/about/corporate-governance/code-of-conduct-and-policies</p>
	305-1	Direct (Scope 1) GHG emissions	<p>p. 9, 22, 76</p> <p>https://www.holmen.com/en/sustainability/sustainability-reporting/key-figures/#Environmental_KPI_s</p>
	305-2	Energy indirect (Scope 2) GHG emissions	<p>p. 22, 76</p> <p>https://www.holmen.com/en/sustainability/sustainability-reporting/key-figures/</p>
	305-3	Other indirect (Scope 3) GHG emissions	<p>p. 22</p> <p>https://www.holmen.com/en/sustainability/sustainability-reporting/key-figures/</p>
	305-5	Reduction of GHG emissions	<p>p. 9, 76</p> <p>https://www.holmen.com/en/sustainability/sustainability-reporting/key-figures/</p>
	305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	<p>p. 76</p>
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	306-2	Waste by type and disposal method	p. 76 https://www.holmen.com/en/sustainability/our-sustainability-work/environmental-sustainability/by-products-and-waste/ https://www.holmen.com/en/sustainability/our-sustainability-work/environmental-sustainability/energi/
	306-3	Significant spills	p. 23 https://www.holmen.com/en/sustainability/our-sustainability-work/environmental-sustainability/discontinued-operations/
Environmental compliance	307-MAD	Management approach disclosure	p. 20 https://www.holmen.com/en/sustainability/sustainability-reporting/sustainability-reports/materiality-analysis/ https://www.holmen.com/en/sustainability/our-sustainability-work/governance-strategy-objectives-risks/
	307-1	Non-compliance with environmental laws and regulations	p. 23, 33 https://www.holmen.com/en/sustainability/our-sustainability-work/environmental-sustainability/environmental-income-and-investments/
Supplier environmental assessment	308-MAD	Management approach disclosure	p. 20 https://www.holmen.com/en/sustainability/sustainability-reporting/sustainability-reports/materiality-analysis/ https://www.holmen.com/en/sustainability/our-sustainability-work/governance-strategy-objectives-risks/ https://www.holmen.com/en/about/corporate-governance/code-of-conduct-and-policies
	308-1	New suppliers that were screened using environmental criteria	https://www.holmen.com/en/about/corporate-governance/code-of-conduct-and-policies/supplier-code-of-conduct-and-supplier-follow-up/
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Employment	401-MAD	Management approach disclosure	<p>p. 20</p> <p>https://www.holmen.com/en/sustainability/sustainability-reporting/sustainability-reports/materiality-analysis/</p> <p>https://www.holmen.com/en/sustainability/our-sustainability-work/governance-strategy-objectives-risks/</p> <p>https://www.holmen.com/en/about/corporate-governance/code-of-conduct-and-policies</p>
	401-1	New employee hires and employee turnover	<p>p. 77</p> <p>Comment: In this index Holmen has disclosed gender information regarding new employees, but not regarding employee turnover. Age information is not enclosed.</p>
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	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<p>p. 77</p> https://www.holmen.com/en/sustainability/our-sustainability-work/social-sustainability/union-co-operation/ https://www.holmen.com/en/about/corporate-governance/code-of-conduct-and-policies/supplier-code-of-conduct-and-supplier-follow-up/
Child labor	408-MAD	Management approach disclosure	p. 20

			https://www.holmen.com/en/sustainability/sustainability-reporting/sustainability-reports/materiality-analysis/ https://www.holmen.com/en/sustainability/our-sustainability-work/governance-strategy-objectives-risks/ https://www.holmen.com/en/about/corporate-governance/code-of-conduct-and-policies
	408-1		https://www.holmen.com/en/about/corporate-governance/code-of-conduct-and-policies/supplier-code-of-conduct-and-supplier-follow-up/
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	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	https://www.holmen.com/en/about/corporate-governance/code-of-conduct-and-policies/supplier-code-of-conduct-and-supplier-follow-up/
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	413-1	Operations with local community engagement, impact assessments, and development programs	<p>p. 25, 77</p> https://www.holmen.com/en/sustainability/ thriving-rural-communities/
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