

Holmen's GRI Content Index 2020

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.

During 2020, no new materiality analysis was performed since the materiality analysis performed during 2018 is still relevant.

You can find more information about Holmen's Materiality Assessment on:
<https://www.holmen.com/en/sustainability/our-sustainability-work/sustainability-report/materiality-analysis/>

This GRI-Content Index is published on Holmen's webpage:
https://www.holmen.com/sv/hallbarhet/hallbarhetsredovisning/#id291_Tidigare_GRI-rapporter

Holmen Sustainability reporting, GRI

General Standard Disclosures 2020

Materiality name	GRI-Disclosure	Disclosure name	Page reference to annual report 2020 / web reference
Organizational profile	102-1	Name of the organization	Holmen Annual Report page 2
	102-2	Activities, brands, products, and services	Holmen Annual Report page 16-25
	102-3	Location of headquarters	Holmen Annual Report page 92
	102-4	Location of operations	Holmen Annual Report page 93
	102-5	Ownership and legal form	Holmen Annual Report page 46-47
	102-6	Markets served	Holmen Annual Report page 16-25, 93
	102-7	Scale of the organization	Holmen Annual Report page 16-25, 49, 59 not 2, 62 not 4, 90, 92-93
	102-8	Information on employees and other workers	Holmen Annual Report page 62 not 4, 91 Comment: In this index Holmen has disclosed gender and region information regarding temporary employees.



	102-9	Supply chain	Holmen Annual Report page 6-7, 16-25 Supplier follow-up (holmen.com)
	102-10	Significant changes to the organization and its supply chain	Holmen Annual Report page 13,92 Sustainability report (holmen.com)
	102-11	Precautionary Principle or approach	Holmen Annual Report page 32
	102-12	External initiatives	Holmen - Awards for our sustainability work Iggesund Paperboard Certificates Certificates (holmen.com) Permits, Certificates and Management Systems (holmen.com)
	102-13	Membership of associations	Industry organisations (holmen.com) Om About Holmen - Research and development
Strategy	102-14	Statement from senior decision-maker	Holmen Annual Report page 4-5, 39
Ethics and integrity	102-16	Values, principles, standards, and norms of behaviour	Holmen Annual Report page 39 Holmen's Core Values Holmen Code of Conduct and policies
Governance	102-18	Governance structure	Holmen Annual Report page 38-39 Governance (holmen.com)
	102-24	Nominating and selecting the highest governance body	Holmen Annual Report page 36-37
Stakeholder management	102-40	List of stakeholder groups	Stakeholder dialogue (holmen.com) Shareholders, investors and analysts (holmen.com) Industry organisations (holmen.com) Foundations associated with Holmen Customers (holmen.com) Suppliers (holmen.com) Local involvement (holmen.com) Employees (holmen.com) Society (holmen.com) Social assets of the forest (holmen.com)



			Sponsorship (holmen.com) Materiality analysis (holmen.com) Holmen's Materiality assessment 2018
	102-41	Collective bargaining agreements	Holmen Annual Report page 91 Union co-operation (holmen.com)
	102-42	Identifying and selecting stakeholders	Stakeholder dialogue (holmen.com) Materiality analysis (holmen.com) Holmen's Materiality assessment 2018
	102-43	Approach to stakeholder engagement	Stakeholder dialogue (holmen.com) Materiality analysis (holmen.com) Holmen's Materiality assessment 2018
	102-44	Key topics and concerns raised	Materiality analysis (holmen.com) Holmen's Materiality assessment 2018
Reporting principles	102-45	Entities included in the consolidated financial statements	Holmen Annual Report page 76 not 23 Sustainability report (holmen.com)
	102-46	Defining report content and topic boundaries	Sustainability report (holmen.com) Materiality analysis (holmen.com) Holmen's Materiality assessment 2018
	102-47	List of material topics	Holmen Annual Report page 28-29 Sustainability report (holmen.com) Materiality analysis (holmen.com) Holmen's Materiality assessment 2018
	102-48	Restatement of information	Sustainability report (holmen.com) Climate (holmen.com)
	102-49	Changes in reporting	Sustainability report (holmen.com)
	102-50	Reporting period	Holmen Annual Report page 2 Sustainability report (holmen.com)
	102-51	Date of the most recent report	Sustainability report (holmen.com)
	102-52	Reporting cycle	Sustainability report (holmen.com)
	102-53	Contact point for questions regarding the report	Sustainability reporting (holmen.com)



	102-54	Claims of reporting in accordance with the GRI Standards	Holmen Annual Report page 2 Sustainability report (holmen.com)
	102-55	GRI content index	Sustainability reporting (holmen.com)
	102-56	External assurance	Holmen Annual Report page 83 Sustainability report (holmen.com)

Specific Standard Disclosure 2020

Materiality name	GRI-disclosure	Disclosure name	Page reference to annual report 2020 / web reference
Management Approach	103-1	Explanation of the material topic and its boundary	Holmen Annual Report page 28-29 Materiality analysis (holmen.com)
	103-2	The management approach and its components	Holmen Annual Report page 28-29, 38-39 Organisation and management (holmen.com) Governance (holmen.com) Goals and management by objectives (holmen.com) Holmen Code of Conduct and policies Risk management (holmen.com)
	103-3	Evaluation of the management approach	Holmen Annual Report page 28-29, 38-39 Organisation and management (holmen.com) Governance (holmen.com)

Economic

Economic performance	201-MAD	Management approach disclosure	Holmen Annual Report page 48, 59 not 2, 61 not 4, 63-64 not 7 Materiality analysis (holmen.com) Holmen's Materiality assessment 2018 Organisation and management (holmen.com) Governance (holmen.com) Goals and management by objectives (holmen.com) Holmen Code of Conduct and policies Risk management (holmen.com) Financial sustainability (holmen.com)
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	201-1	Direct economic value generated and distributed	Holmen Annual Report page 61 not 4, 63-64 not 7
	201-3	Defined benefit plan obligations and other retirement plans	Holmen Annual Report page 61 not 4, 73 not 18
Anti-corruption	205-MAD	Management approach disclosure	Holmen Annual Report page 39 Materiality analysis (holmen.com) Holmen's Materiality assessment 2018 Organisation and management (holmen.com) Governance (holmen.com) Goals and management by objectives (holmen.com) Holmen Code of Conduct and policies Risk management (holmen.com) Business ethics (holmen.com)
	205-3	Confirmed incidents of corruption and actions taken	Holmen Annual Report page 43

Environmental

Materials	301-MAD	Management approach disclosure	Holmen Annual Report page 28-29, 32-33 Materiality analysis (holmen.com) Holmen's Materiality assessment 2018 Organisation and management (holmen.com) Governance (holmen.com) Goals and management by objectives (holmen.com) Holmen Code of Conduct and policies Risk management (holmen.com) Environmental sustainability (holmen.com)
	301-1	Materials by weight and volume	Holmen Annual Report page 90 Environmental key figures (holmen.com)
Energy	302-MAD	Management approach disclosure	Holmen Annual Report page 28-29, 32-33 Materiality analysis (holmen.com) Holmen's Materiality assessment 2018 Organisation and management (holmen.com)



			Governance (holmen.com) Goals and management by objectives (holmen.com) Holmen Code of Conduct and policies Risk management (holmen.com) Environmental sustainability (holmen.com) Environmental key figures (holmen.com) Energy (holmen.com)
	302-1	Energy consumption within the organization	Holmen Annual Report page 90 Environmental key figures (holmen.com) Energy (holmen.com)
Water	303-MAD	Management approach disclosure	Holmen Annual Report page 26, 32-33 Materiality analysis (holmen.com) Holmen's Materiality assessment 2018 Organisation and management (holmen.com) Governance (holmen.com) Goals and management by objectives (holmen.com) Holmen Code of Conduct and policies Risk management (holmen.com) Environmental sustainability (holmen.com) Water (holmen.com)
	303-1	Interactions with water as shared resource	Holmen Annual Report page 27, 32-33 Water (holmen.com)
	303-2	Management of water discharge-related impacts	Holmen Annual Report page 32-33 Water (holmen.com)
	303-3	Water withdrawal	Holmen Annual Report page 26, 90 Water (holmen.com)
Biodiversity	304-MAD	Management approach disclosure	Holmen Annual Report page 16, 32-33 Materiality analysis (holmen.com) Holmen's Materiality assessment 2018 Organisation and management (holmen.com) Governance (holmen.com) Goals and management by objectives (holmen.com)



			Holmen Code of Conduct and policies Risk management (holmen.com) Environmental sustainability (holmen.com) Biodiversity (holmen.com)
	304-3	Habitats protected or restored	Holmen Annual Report page 16 Biodiversity (holmen.com) Holmen bedriver ett hållbart och ansvarsfullt skogsbruk Karta över frivilligt avsatt och skyddad skog - Skogsindustrierna
Emissions	305-MAD	Management approach disclosure	Holmen Annual Report page 28-29, 32-33 Materiality analysis (holmen.com) Holmen's Materiality assessment 2018 Organisation and management (holmen.com) Governance (holmen.com) Goals and management by objectives (holmen.com) Holmen Code of Conduct and policies Risk management (holmen.com) Environmental sustainability (holmen.com)
	305-1	Direct (Scope 1) GHG emissions	Holmen Annual Report page 90-91 Environmental key figures (holmen.com)
	305-2	Energy indirect (Scope 2) GHG emissions	Holmen Annual Report page 90-91 Environmental key figures (holmen.com) Energy (holmen.com)
	305-3	Other indirect (Scope 3) GHG emissions	Holmen Annual Report page 91 Environmental key figures (holmen.com) Transports (holmen.com)
	305-7	Nitrogen oxides (NOX), sulphur oxides (SOX), and other significant air emissions	Holmen Annual Report page 90 Environmental key figures (holmen.com)
Effluent and waste	306-MAD	Management approach disclosure	Holmen Annual Report page 26-27, 32-33 Materiality analysis (holmen.com) Holmen's Materiality assessment 2018



			Organisation and management (holmen.com) Governance (holmen.com) Goals and management by objectives (holmen.com) Holmen Code of Conduct and policies Risk management (holmen.com) Environmental sustainability (holmen.com) By-products and Waste (holmen.com)
	306-1	Water discharge by quality and destination	Holmen Annual Report page 26, 90 Environmental key figures (holmen.com) Water (holmen.com)
	306-2	Waste by type and disposal method	Holmen Annual Report page 26-27, 90 Environmental key figures (holmen.com) By-products and Waste (holmen.com)
	306-3	Significant spills	Holmen Annual Report page 33 Discontinued operations (holmen.com)
Environmental compliance	307-MAD	Management approach disclosure	Holmen Annual Report page 32-33 Materiality analysis (holmen.com) Holmen's Materiality assessment 2018 Organisation and management (holmen.com) Governance (holmen.com) Goals and management by objectives (holmen.com) Holmen Code of Conduct and policies Risk management (holmen.com) Environmental sustainability (holmen.com)
	307-1	Non-compliance with environmental laws and regulations	Holmen Annual Report page 33, 43 Environmental investments revenues and costs (holmen.com)
Supplier environmental assessment	308-MAD	Management approach disclosure	Holmen Annual Report page 42 Materiality analysis (holmen.com) Holmen's Materiality assessment 2018 Organisation and management (holmen.com) Governance (holmen.com)



			Goals and management by objectives (holmen.com) Holmen Code of Conduct and policies Risk management (holmen.com) Environmental sustainability (holmen.com) Supplier follow-up (holmen.com) Supplier assessment (holmen.com)
	308-1	New suppliers that were screened using environmental criteria	Holmen Annual Report page 42 Supplier follow-up (holmen.com) Supplier assessment (holmen.com)

Social

Employment	401-MAD	Management approach disclosure	Holmen Annual Report page 28-29, 34-35 Materiality analysis (holmen.com) Holmen's Materiality assessment 2018 Organisation and management (holmen.com) Governance (holmen.com) Goals and management by objectives (holmen.com) Holmen Code of Conduct and policies Risk management (holmen.com)
	401-1	New employees hire and employee turnover	Holmen Annual Report page 91 Social key figures (holmen.com) Comment: In this index Holmen has disclosed gender information regarding new employees, but not regarding employee turnover. Age information is not enclosed.
Occupational health and safety	403-MAD	Management approach disclosure	Holmen Annual Report page 27-28, 33-35 Materiality analysis (holmen.com) Holmen's Materiality assessment 2018 Organisation and management (holmen.com) Governance (holmen.com) Goals and management by objectives (holmen.com) Holmen Code of Conduct and policies Risk management (holmen.com)



			Health and safety (holmen.com)
	403-1	Occupational health and safety management system	Holmen Annual Report page 33, 91 Health and safety (holmen.com)
	403-2	Hazard identification, risk assessment, and incident investigation	Holmen Annual Report page 43 Health and safety (holmen.com)
	403-3	Occupational health services	Health and safety (holmen.com)
	403-4	Worker participation, consultation, and communication on occupational health and safety	Health and safety (holmen.com)
	403-5	Worker training on occupational health and safety	Health and safety (holmen.com)
	403-6	Promotion of worker health	Health and safety (holmen.com)
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Holmen Annual Report page 43
	403-9	Work-related injuries	Holmen Annual Report page 35, 91 Health and safety (holmen.com) Chemicals (holmen.com)
Training and education	404-MAD	Management approach disclosure	Holmen Annual Report page 28-29, 34-35 Materiality analysis (holmen.com) Holmen's Materiality assessment 2018 Organisation and management (holmen.com) Governance (holmen.com) Goals and management by objectives (holmen.com) Holmen Code of Conduct and policies Risk management (holmen.com) Skills development (holmen.com) Talent management (holmen.com)



	404-2	Programs for upgrading skills and transition assistance programs	Holmen Annual Report page 34-35 Skills development (holmen.com) Talent management (holmen.com)
Diversity and equal opportunity	405-MAD	Management approach disclosure	Holmen Annual Report page 28-29, 34-35 Materiality analysis (holmen.com) Holmen's Materiality assessment 2018 Organisation and management (holmen.com) Governance (holmen.com) Goals and management by objectives (holmen.com) Holmen Code of Conduct and policies Risk management (holmen.com) Equal treatment (holmen.com)
	405-1	Diversity of governance bodies and employees	Holmen Annual Report page 37, 84-86, 91 Social key figures (holmen.com) Equal treatment (holmen.com)
Non-discrimination	406-MAD	Management approach disclosure	Holmen Annual Report page 28-29, 34-35 Materiality analysis (holmen.com) Holmen's Materiality assessment 2018 Organisation and management (holmen.com) Governance (holmen.com) Goals and management by objectives (holmen.com) Holmen Code of Conduct and policies Risk management (holmen.com) Equal treatment (holmen.com)
	406-1	Incidents of discrimination and corrective actions taken	Equal treatment (holmen.com)
Local communities	413-MAD	Management approach disclosure	Holmen Annual Report page 27-28, 91 Materiality analysis (holmen.com) Holmen's Materiality assessment 2018 Organisation and management (holmen.com) Governance (holmen.com)



			Goals and management by objectives (holmen.com) Holmen Code of Conduct and policies Risk management (holmen.com) Thriving rural communities (holmen.com)
	413-2	Operations with significant, actual, and potential negative impacts on local communities	Holmen Annual Report page 16 Thriving rural communities (holmen.com)
Supplies social assessment	414-MAD	Management approach disclosure	Holmen Annual Report page 42 Materiality analysis (holmen.com) Holmen's Materiality assessment 2018 Organisation and management (holmen.com) Governance (holmen.com) Goals and management by objectives (holmen.com) Holmen Code of Conduct and policies Risk management (holmen.com) Supplier follow-up (holmen.com) Supplier assessment (holmen.com)
	414-1	New suppliers that were screened using social criteria	Supplier follow-up (holmen.com) Supplier assessment (holmen.com)
	414-2	Negative social impacts in the supply chain and actions taken	Holmen Annual Report page 42 Supplier follow-up (holmen.com) Supplier assessment (holmen.com)