

## Holmen’s GRI Content Index 2021

Holmen conducted a root and branch materiality analysis in 2018 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.

Holmen awaits EU Corporate Sustainability Reporting Directive (CSRD) before issuing a new extensive materiality assessment. In the meantime, insights that the assessment performed in 2018 provided us have been developed.

More information about Holmen’s Materiality Assessment is found on:

[Materiality analysis](#)

This GRI-Content Index is published on Holmen’s webpage:

[Sustainability reporting](#)

We report according to GRI-standards year 2016, core level. For Occupational health and safety (405) and water and effluents (303) we report according to 2018 years GRI-standard. For waste (306) we report according to 2020 years GRI-standard.

## General Standard Disclosures 2021

GRI-disclosure	Disclosure name	Page reference to annual report 2021 or 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 96, back cover
102-4	Location of operations	Holmen Annual Report page 97



102-5	Ownership and legal form	Holmen Annual Report page 48-49
102-6	Markets served	Holmen Annual Report page 16-25, 97
102-7	Scale of the organization	Holmen Annual Report page 16-25, 61 not 2, 64 not 4, 94, 96-97
102-8	Information on employees and other workers	Holmen Annual Report Page 64 not 4, 95 <a href="#">Social key figures</a> <a href="#">Supplier follow-up</a> <a href="#">Supplier assessment</a> <a href="#">Silviculture contractors</a>  Omission: Holmen does not disclose gender and age distribution by employment contract, nor gender distribution by employment type as this is not considered material.
102-9	Supply chain	Holmen Annual Report page 6-7, 16-25, 44 <a href="#">Supplier follow-up</a> <a href="#">Supplier assessment</a> <a href="#">Climate risks and opportunities</a> <a href="#">Silviculture contractors</a> <a href="#">Certified forestry</a>
102-10	Significant changes to the organization and its supply chain	Holmen Annual Report page 12-13, 94 <a href="#">Sustainability report</a> <a href="#">Supplier follow-up</a>
102-11	Precautionary Principle or approach	Holmen Annual Report page 34
102-12	External initiatives	Holmen Annual Report page 31 <a href="#">Awards</a> <a href="#">Permits, Certificates and Management systems</a> <a href="#">Certificates</a>



		<a href="#">Iggesund Certificates</a>
102-13	Membership of associations	<a href="#">Research and development</a> <a href="#">Industry organisations</a> <a href="#">Foundations associated with Holmen</a>
Strategy		
102-14	Statement from senior decision-maker	Holmen Annual Report page 4-5, 31, 41-42
Ethics and integrity		
102-16	Values, principles, standards, and norms of behaviour	Holmen Annual Report page 36-37, 41 <a href="#">Code of Conduct and Policies</a> <a href="#">Holmen's Core Values</a>
Governance		
102-18	Governance structure	Holmen Annual Report page 38-42 <a href="#">Organisation and management</a> <a href="#">Governance</a> <a href="#">Environmental management</a> <a href="#">Employees</a> <a href="#">Financial management</a>
102-24	Nominating and selecting the highest governance body	Holmen Annual Report page 38-39
Stakeholder engagement		
102-40	List of stakeholder groups	<a href="#">Stakeholder dialogue</a> - Please see more information by clicking on the plus-sign to the left on this page
102-41	Collective bargaining agreements	Holmen Annual Report page 95 <a href="#">Union co-operation</a>
102-42	Identifying and selecting stakeholders	<a href="#">Stakeholder dialogue</a> - Please see more information by clicking on the plus-sign to the left on this page



		<a href="#">Materiality analysis</a> <a href="#">Holmen materiality assessment 2018</a>
102-43	Approach to stakeholder engagement	<a href="#">Stakeholder dialogue</a> - Please see more information by clicking on the plus-sign to the left on this page <a href="#">Materiality analysis</a> <a href="#">Holmen materiality assessment 2018</a>
102-44	Key topics and concerns raised	Holmen Annual Report page 30 <a href="#">Stakeholder dialogue</a> - Please see more information by clicking on the plus-sign to the left on this page <a href="#">Materiality analysis</a> Page 4-5: <a href="#">Holmen materiality assessment 2018</a>
Reporting principles		
102-45	Entities included in the consolidated financial statements	Holmen Annual Report page 80 not 23 <a href="#">Sustainability report</a>
102-46	Defining report content and topic boundaries	<a href="#">Sustainability report</a> <a href="#">Materiality analysis</a> <a href="#">Holmen materiality assessment 2018</a>
102-47	List of material topics	<a href="#">Materiality analysis</a> Page 3: <a href="#">Holmen materiality assessment 2018</a>
102-48	Restatements of information	Holmen Annual Report page 95 <a href="#">Sustainability report</a> <a href="#">Greenhouse gas emissions scope 1,2,3</a> <a href="#">Climate benefit value chain</a>
102-49	Changes in reporting	<a href="#">Sustainability report</a> <a href="#">Materiality analysis</a>
102-50	Reporting period	Holmen Annual Report page 2



		<a href="#">Sustainability report</a>
102-51	Date of the most recent report	<a href="#">Sustainability report</a>
102-52	Reporting cycle	<a href="#">Sustainability report</a>
102-53	Contact point for questions regarding the report	<a href="#">Reporting</a>
102-54	Claims of reporting in accordance with the GRI Standards	Holmen Annual Report page 2 <a href="#">Sustainability report</a>
102-55	GRI content index	<a href="#">Sustainability report</a>
102-56	External assurance	Holmen Annual Report page 85-87 <a href="#">Sustainability report</a> <a href="#">Assurance Report</a>



# Specific Standard Disclosures 2021

GRI-disclosure	Disclosure name	Page reference or web reference
Economic		
Economic performance		
201-MAD	Management approach disclosure	Holmen Annual Report page 8-9, 30, 38-42, 46-47, 50, 61 not 2, 63 not 4, 65-66 not 7 <a href="#">Materiality analysis</a> <a href="#">Holmen materiality assessment 2018</a> <a href="#">Organisation and management</a> <a href="#">Governance</a> <a href="#">Goals and management by objectives</a> <a href="#">Code of Conduct and Policies</a> <a href="#">Policies and code of conduct</a> <a href="#">Goals and management by objectives</a> <a href="#">Risk management</a> <a href="#">Healthy profitability</a>
201-1	Direct economic value generated and distributed	Holmen Annual Report page 8, 9, 63 not 4, 65- 66 not 7, 95 <a href="#">Contribution to society</a>
Anti-corruption		
205- MAD	Management approach disclosure	Holmen Annual Report page 30, 41 <a href="#">Materiality analysis</a>



		<p><a href="#">Holmen materiality assessment 2018</a></p> <p><a href="#">Organisation and management</a></p> <p><a href="#">Governance</a></p> <p><a href="#">Code of Conduct and Policies</a></p> <p><a href="#">Policies and code of conduct</a></p> <p><a href="#">Goals and management by objectives</a></p> <p><a href="#">Risk management</a></p> <p><a href="#">Business ethics</a></p> <p><a href="#">Business ethics policy</a></p> <p><a href="#">Whistleblower</a></p> <p>Comment: Anti-corruption was not deemed to be significant in Holmen's materiality assessment 2018. Still the number of questions Holmen receive within the topic justifies that Holmen include the topic in our GRI-report.</p>
205-3	Confirmed incidents of corruption and actions taken	<p>Holmen Annual Report page 45</p> <p><a href="#">Supplier follow-up</a></p> <p><a href="#">Supplier assessment</a></p> <p>Comment: Anti-corruption was not deemed to be significant in Holmen's materiality assessment 2018. Still the number of questions Holmen receive within the topic justifies that Holmen include the topic in our GRI-report.</p>
Environmental		
Materials		
301- MAD	Management approach disclosure	<p>Holmen Annual Report page 30, 34-35</p> <p><a href="#">Materiality analysis</a></p> <p><a href="#">Holmen materiality assessment 2018</a></p> <p><a href="#">Organisation and management</a></p> <p><a href="#">Governance</a></p> <p><a href="#">Code of Conduct and Policies</a></p> <p><a href="#">Policies and code of conduct</a></p>



		<a href="#">Goals and management by objectives</a> <a href="#">Risk management</a> <a href="#">Environmental management</a> <a href="#">Environmental sustainability</a> <a href="#">Chemicals</a>
301-1	Materials used by weight or volume	Holmen Annual Report page 27, 94 <a href="#">Environmental key figures</a>
Energy		
302- MAD	Management approach disclosure	Holmen Annual Report page 4, 24-25, 30, 34-35 <a href="#">Materiality analysis</a> <a href="#">Holmen materiality assessment 2018</a> <a href="#">Organisation and management</a> <a href="#">Governance</a> <a href="#">Code of Conduct and Policies</a> <a href="#">Policies and code of conduct</a> <a href="#">Goals and management by objectives</a> <a href="#">Risk management</a> <a href="#">Environmental sustainability</a> <a href="#">Environmental management</a> <a href="#">Energy</a>
302-1	Energy consumption within the organization	Holmen Annual Report page 94 <a href="#">Environmental key figures</a> <a href="#">Energy</a> <a href="#">Miljöarbetet vid Iggesunds bruk 2021</a> <a href="#">Miljöarbetet vid Hallsta pappersbruk 2021</a>





		<p>Omission: All of Holmen's consumed steam is internally produced using by-products. A negligible part of the steam is produced from purchased biofuels, purchased electricity, and purchased oil. As a result, we do not report on disclosure GRI302-1 c. iv.</p> <p>Holmen does not sell cooling and only a negligible amount of steam, hence we do not report on disclosure 302-c. iii nor 302-d. iv.</p>
Water		
303- MAD	Management approach disclosure	<p>Comment: Water was not deemed to be significant in Holmen's materiality assessment 2018. Still the number of questions Holmen receive within the topic justifies that Holmen include the topic in our GRI-report. Holmen's reporting regarding the 303 water-disclosure includes the most essential KPIs, but not all the required KPIs</p> <p>Holmen Annual Report page 26, 30, 34-35</p> <p><a href="#">Materiality analysis</a></p> <p><a href="#">Holmen materiality assessment 2018</a></p> <p><a href="#">Organisation and management</a></p> <p><a href="#">Governance</a></p> <p><a href="#">Code of Conduct and Policies</a></p> <p><a href="#">Policies and code of conduct</a></p> <p><a href="#">Goals and management by objectives</a></p> <p><a href="#">Risk management</a></p> <p><a href="#">Environmental management</a></p> <p><a href="#">Environmental sustainability</a></p> <p><a href="#">Water</a></p> <p><a href="#">Environmental work at our units</a> - see attached PDF's</p>
303-1	Interactions with water as shared resource	<p>Holmen Annual Report page 26, 34-35</p> <p><a href="#">Water</a></p> <p><a href="#">Environmental work at our units</a> - see attached PDF's</p>
303-2	Management of water discharge-related impacts	<p>Holmen Annual Report page 34-35</p> <p><a href="#">Water</a></p> <p><a href="#">Environmental work at our units</a> - see attached PDF's</p>



303-3	Water withdrawal	Holmen Annual Report page 26, 94 <a href="#">Water</a> <a href="#">Environmental work at our units</a> - see attached PDF's
Biodiversity		
304- MAD	Management approach disclosure	Holmen Annual Report page 16, 26, 28-30, 34-35 <a href="#">Materiality analysis</a> <a href="#">Holmen materiality assessment 2018</a> <a href="#">Organisation and management</a> <a href="#">Governance</a> <a href="#">Code of Conduct and Policies</a> <a href="#">Policies and code of conduct</a> <a href="#">Goals and management by objectives</a> <a href="#">Risk management</a> <a href="#">Environmental management</a> <a href="#">Environmental sustainability</a> <a href="#">Land acreage</a> <a href="#">Environmental work at our units</a> - see attached PDF's <a href="#">Future-smart forests</a> <a href="#">Certified forestry</a> <a href="#">Research and development</a> <a href="#">Responsible forestry</a>
304-3	Habitats protected or restored	<a href="#">Land acreage</a> <a href="#">Environmental work at our units</a> - see attached PDF's <a href="#">Future-smart forests</a> <a href="#">Certified forestry</a> <a href="#">Research and development</a>



		<p><a href="#">Responsible forestry</a></p> <p><a href="#">Voluntary set-aside nature conservation areas in Sweden</a> - not available in English. This map shows the voluntary set-aside for nature conservation areas of six large forest owners in Sweden, Holmen included. The map also shows the formal forms of protection for which the state is responsible.</p> <p>Omission: Since Holmen owns 1,3 million ha land, it is not possible to report status of each area based on its condition.</p>
Emissions		
305- MAD	Management approach disclosure	<p>Holmen Annual Report page 9, 30, 32-35</p> <p><a href="#">Materiality analysis</a></p> <p><a href="#">Holmen materiality assessment 2018</a></p> <p><a href="#">Organisation and management</a></p> <p><a href="#">Governance</a></p> <p><a href="#">Code of Conduct and Policies</a></p> <p><a href="#">Policies and code of conduct</a></p> <p><a href="#">Goals and management by objectives</a></p> <p><a href="#">Risk management</a></p> <p><a href="#">Environmental management</a></p> <p><a href="#">Environmental sustainability</a></p> <p><a href="#">Greenhouse gas emissions scope 1,2,3</a></p> <p><a href="#">Transports</a></p> <p><a href="#">Climate risks and opportunities</a></p>
305-1	Direct (Scope 1) GHG emissions	<p>Holmen Annual Report page 32-33, 94-95</p> <p><a href="#">Greenhouse gas emissions scope 1,2,3</a></p> <p><a href="#">Climate benefit value chain</a></p> <p><a href="#">Environmental key figures</a></p> <p><a href="#">Environmental investments, revenues, and costs</a></p>
305-2	Energy indirect (Scope 2) GHG emissions	<p>Holmen Annual Report page 32-33, 94-95</p>



		<a href="#">Greenhouse gas emissions scope 1,2,3</a> <a href="#">Climate benefit value chain</a> <a href="#">Environmental key figures</a> <a href="#">Supplier follow-up</a> <a href="#">Supplier assessment</a> <a href="#">Climate risks and opportunities</a>
305-3	Other indirect (Scope 3) GHG emissions	Holmen Annual Report page 32-33, 94-95 <a href="#">Greenhouse gas emissions scope 1,2,3</a> <a href="#">Climate benefit value chain</a> <a href="#">Environmental key figures</a> <a href="#">Climate risks and opportunities</a>
305-7	Nitrogen oxides (NOX), sulphur oxides (SOX), and other significant air emissions	Holmen Annual Report page 94 <a href="#">Environmental work at our units</a> - see attached PDF's <a href="#">Environmental key figures</a>
Effluent and waste		
306- MAD	Management approach disclosure	Holmen Annual Report page 26, 30, 34-35 <a href="#">Materiality analysis</a> <a href="#">Holmen materiality assessment 2018</a> <a href="#">Organisation and management</a> <a href="#">Governance</a> <a href="#">Code of Conduct and Policies</a> <a href="#">Policies and code of conduct</a> <a href="#">Goals and management by objectives</a> <a href="#">Risk management</a> <a href="#">Environmental management</a> <a href="#">By-products and waste</a>



		<a href="#">Environmental work at our units</a> - see attached PDF's
306-1	Waste generation and significant waste-related impacts	Holmen Annual Report page 26, 94 <a href="#">By-products and waste</a> <a href="#">Environmental work at our units</a> - see attached PDF's
306-2	Management of significant waste-related impacts	Holmen Annual Report page 26, 94 <a href="#">By-products and waste</a> <a href="#">Environmental work at our units</a> - see attached PDF's
306-3	Waste generated	Holmen Annual Report page 26, 94 <a href="#">Environmental work at our units</a> - see attached PDF's
Environmental compliance		
307- MAD	Management approach disclosure	Holmen Annual Report page 30, 34-35, 45 <a href="#">Materiality analysis</a> <a href="#">Holmen materiality assessment 2018</a> <a href="#">Organisation and management</a> <a href="#">Governance</a> <a href="#">Code of Conduct and Policies</a> <a href="#">Policies and code of conduct</a> <a href="#">Goals and management by objectives</a> <a href="#">Risk management</a> <a href="#">Environmental management</a> <a href="#">Environmental sustainability</a> <a href="#">Environmental investments, revenues, and costs</a> <a href="#">Environmental work at our units</a> - see text and attached PDF's
307-1	Non-compliance with environmental laws and regulations	Holmen Annual Report page 34-35, 45 <a href="#">Environmental investments, revenues, and costs</a> <a href="#">Environmental work at our units</a> - see text and attached PDF's



Supplier environmental assessment		
308- MAD	Management approach disclosure	Holmen Annual Report page 30, 37, 44-45 <a href="#">Materiality analysis</a> <a href="#">Holmen materiality assessment 2018</a> <a href="#">Organisation and management</a> <a href="#">Governance</a> <a href="#">Code of Conduct and Policies</a> <a href="#">Policies and code of conduct</a> <a href="#">Goals and management by objectives</a> <a href="#">Risk management</a> <a href="#">Supplier follow-up</a> <a href="#">Supplier assessment</a> <a href="#">Climate risks and opportunities</a> <a href="#">Silviculture contractors</a> <a href="#">Certified forestry</a>
308-1	New suppliers that were screened using environmental criteria	<a href="#">Supplier follow-up</a> <a href="#">Supplier assessment</a> <a href="#">Climate risks and opportunities</a> <a href="#">Silviculture contractors</a>
308-2	Negative environmental impacts in the supply chain and actions taken	Holmen Annual Report page 37, 44-45 <a href="#">Supplier follow-up</a> <a href="#">Supplier assessment</a> <a href="#">Climate risks and opportunities</a> <a href="#">Silviculture contractors</a>
Social		
Employment		



401- MAD	Management approach disclosure	<p>Holmen Annual Report page 30, 36-37, 43, 45</p> <p><a href="#">Materiality analysis</a></p> <p><a href="#">Holmen materiality assessment 2018</a></p> <p><a href="#">Organisation and management</a></p> <p><a href="#">Governance</a></p> <p><a href="#">Code of Conduct and Policies</a></p> <p><a href="#">Policies and code of conduct</a></p> <p><a href="#">Goals and management by objectives</a></p> <p><a href="#">Risk management</a></p> <p><a href="#">Employees</a></p> <p><a href="#">Employee dialogue</a></p>
401-1	New employee hires and employee turnover	<p>Holmen Annual Report page 95</p> <p><a href="#">Social key figures</a></p> <p>Omissions:</p> <p>a. Holmen does not report number nor rate of new employee per age group, gender and region during the reporting period, since this information is not considered relevant.</p> <p>b. Holmen does not report number nor rate of employee turnover during the reporting period, by region, age group or gender, since this information is not considered relevant.</p> <p>2.1. Holmen report the total number of employees at the end of the reporting period on the website above. However, Holmen has calculated the rates of new employee hires and employee turnover based on FTE.</p>
Occupational health and safety		
403- MAD	Management approach disclosure	<p>Holmen Annual Report page 30, 36-37, 41, 45</p> <p><a href="#">Materiality analysis</a></p> <p><a href="#">Holmen materiality assessment 2018</a></p> <p><a href="#">Organisation and management</a></p> <p><a href="#">Governance</a></p> <p><a href="#">Code of Conduct and Policies</a></p>



		<a href="#">Policies and code of conduct</a> <a href="#">Goals and management by objectives</a> <a href="#">Risk management</a> <a href="#">Employees</a> <a href="#">Health and safety</a>
403-1	Occupational health and safety management system	Holmen Annual Report page 35, 95 <a href="#">Health and safety</a> <a href="#">Sustainability report</a> <a href="#">Supplier follow-up</a> <a href="#">Supplier assessment</a> <a href="#">Climate risks and opportunities</a> <a href="#">Silviculture contractors</a>
403-2	Hazard identification, risk assessment, and incident investigation	Holmen Annual Report page 45 <a href="#">Health and safety</a> <a href="#">Chemicals</a>
403-3	Occupational health services	<a href="#">Health and safety</a>
403-4	Worker participation, consultation, and communication on occupational health and safety	<a href="#">Health and safety</a>
403-5	Worker training on occupational health and safety	<a href="#">Health and safety</a>
403-6	Promotion of worker health	<a href="#">Health and safety</a>
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Holmen Annual Report page 45 Comment: There are no sites where Holmen does not have control over work or workplace.
403-9	Work-related injuries	Holmen Annual Report page 37, 95





		<a href="#">Health and safety</a> <a href="#">Chemicals</a> <a href="#">Social key figures</a> Omission: Holmen does not report number of hours worked by employees nor workers who are not employees, since this information is not considered relevant.
Training and education		
404- MAD	Management approach disclosure	Holmen Annual Report page 30, 36 <a href="#">Materiality analysis</a> <a href="#">Holmen materiality assessment 2018</a> <a href="#">Organisation and management</a> <a href="#">Governance</a> <a href="#">Code of Conduct and Policies</a> <a href="#">Policies and code of conduct</a> <a href="#">Goals and management by objectives</a> <a href="#">Risk management</a> <a href="#">Employees</a> <a href="#">Talent management</a> <a href="#">Skills development</a>
404-2	Programs for upgrading employee skills and transition assistance programs	Holmen Annual Report page 36 <a href="#">Talent management</a> <a href="#">Skills development</a> Omission: Holmen does not report management of career endings since we have not had any major notices nor retirements.
Diversity and equal opportunity		
405- MAD	Management approach disclosure	Holmen Annual Report page 30, 36-37, 39, 41 <a href="#">Materiality analysis</a> <a href="#">Holmen materiality assessment 2018</a>



		<a href="#">Organisation and management</a> <a href="#">Governance</a> <a href="#">Code of Conduct and Policies</a> <a href="#">Policies and code of conduct</a> <a href="#">Goals and management by objectives</a> <a href="#">Risk management</a> <a href="#">Employees</a> <a href="#">Equal treatment</a>
405-1	Diversity of governance bodies and employees	Holmen Annual Report page 39, 88-90, 95 <a href="#">Equal treatment</a> <a href="#">Social key figures</a> Omissions: a.ii Holmen does not report on the percentage of individuals within Holmen’s governance bodies in age group categories, as the age of Holmen’s governance body can be found on page 88-90 in Holmen Annual Report. b.ii. Age is reported in the employee categories blue collar, and white collar and not according to the suggested categorization n disclosure 405-1
Non- discrimination Local communities		
406- MAD	Management approach disclosure	Holmen Annual Report page 30, 36–37, 41 <a href="#">Materiality analysis</a> <a href="#">Holmen materiality assessment 2018</a> <a href="#">Organisation and management</a> <a href="#">Governance</a> <a href="#">Code of Conduct and Policies</a> <a href="#">Policies and code of conduct</a> <a href="#">Goals and management by objectives</a> <a href="#">Risk management</a> <a href="#">Employees</a>



		<a href="#">Equal treatment</a>
406-1	Incidents of discrimination and corrective actions taken	Holmen Annual Report page 37, 41 <a href="#">Equal treatment</a> <a href="#">Supplier follow-up</a> <a href="#">Supplier assessment</a> <a href="#">Silviculture contractors</a>
413- MAD	Management approach disclosure	Holmen Annual Report page 10, 16, 30, 35, 95 <a href="#">Materiality analysis</a> <a href="#">Holmen materiality assessment 2018</a> <a href="#">Organisation and management</a> <a href="#">Governance</a> <a href="#">Code of Conduct and Policies</a> <a href="#">Policies and code of conduct</a> <a href="#">Goals and management by objectives</a> <a href="#">Risk management</a> <a href="#">Thriving rural communities</a> <a href="#">Society</a> <a href="#">Environmental work at our units</a>
413-2	Operations with significant, actual and potential negative impacts on local communities	Holmen Annual Report page 16, 35, 95 <a href="#">Environmental investments, revenues, and costs</a> <a href="#">Society</a> <a href="#">Social assets of the forest</a> <a href="#">Environmental work at our units</a> <a href="#">Financial contribution to society</a>
Supplier social assessment		
414- MAD	Management approach disclosure	Holmen Annual Report page 30, 37, 44-45



		<a href="#">Materiality analysis</a> <a href="#">Holmen materiality assessment 2018</a> <a href="#">Organisation and management</a> <a href="#">Governance</a> <a href="#">Code of Conduct and Policies</a> <a href="#">Policies and code of conduct</a> <a href="#">Goals and management by objectives</a> <a href="#">Risk management</a> <a href="#">Supplier follow-up</a> <a href="#">Supplier assessment</a> <a href="#">Climate risks and opportunities</a> <a href="#">Silviculture contractors</a> <a href="#">Certified forestry</a>
414-1	New suppliers that were screened using social criteria	<a href="#">Supplier follow-up</a> <a href="#">Supplier assessment</a> <a href="#">Silviculture contractors</a>
414-2	Negative social impacts in the supply chain and actions taken	Holmen Annual Report page 37, 44-45 <a href="#">Supplier follow-up</a> <a href="#">Supplier assessment</a> <a href="#">Silviculture contractors</a>