

GRI-tabel

GRI Standards			
GRI 101: Foundation 2016			
GRI 102: General disclosures 2016			
organisational profile		reference	page
102-1	Name of the organisation.	about HEMA	5
102-2	Activities, brands, products and services.	about HEMA	5
102-3	Location of headquarters.	our value creation model	8
102-4	Locations of operations.	HEMA employees	6
102-5	Ownership and legal form.	about this report	32
102-6	Markets served.	about HEMA	5
102-7	Scale of the organisation.	about HEMA	5
102-8	Information on employees and other workers.	HEMA employees	6
102-9	A description of the organisation's supply chain.	our value chain our value creation model how our products are made	7 8 22-25
102-10	Significant changes to the organization and its supply chain.	about HEMA	32
102-11	Explanation of the precautionary principle or approach.	consolidating sustainability	10
102-12	A list of external initiatives.	HEMA in conversation with society	12
102-13	A list of main memberships of industry or other associations, and national or international advocacy organizations.	HEMA in conversation with society	12
strategy		reference	page
102-14	Statement from senior decision-maker of the organization about the	focusing on sustainability in a unique year	4

	relevance of sustainability to the organization and its strategy for addressing sustainability.		
ethics and integrity		reference	page
102-16	A description of the organisation's values, principles, standards and norms of behaviour.	supply chain responsibility	23
governance		reference	page
102-18	Governance structure of the organisation.	supply chain responsibility	10
stakeholder management		reference	page
102-40	A list of stakeholder groups engaged by the organisation.	HEMA in conversation with society	12
102-41	Percentage of total employees covered by collective bargaining agreements.	HEMA employees	6
102-42	The basis for identifying and selecting stakeholders with whom to engage.	sustainability at HEMA	9
102-43	Approach to stakeholder engagement (including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process).	sustainability at HEMA HEMA in conversation with society attachment: HEMA in conversation with society	9 12
102-44	Key topics and concerns raised through stakeholder engagement (including how the organisation has responded and the groups that raised each of the topics and concerns).	sustainability at HEMA HEMA in conversation with society	9 12
report principles		reference	page
102-45	Overview of all entities included in the consolidated financial statements	about this report	32

	(including information whether the entity is included in the statements is not covered in the report).		
102-46	Process for defining the report content and topic boundaries.	sustainability at HEMA	9
102-47	A list of material topics identified in the process for defining report content.	sustainability at HEMA	9
102-48	The effect of any restatements of information given in previous reports, and the reasons for such restatements.	about this report	32
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material topics			
natural resources and raw materials		reference	page
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	103-2 The management approach and its components.	sustainable purchasing of natural resources and raw materials	14
	103-3 Evaluation of the management approach.	sustainable purchasing developments	15, 16
G4 Sector Disclosures FP2	FP2 % products in a product category with a quality label for sustainable raw materials (cotton, wood and paper, meat, dairy products, thee, cocoa and palm oil) or share in volume (coffee)	sustainable purchasing of natural resources and raw materials	14
		sustainable purchasing developments	15, 16
supply chain responsibility		reference	page
GRI 103 Management approach 2016	103-1 Explanation of the material of the subject and its boundary.	sustainability at HEMA	9
	103-2 The management approach and its components.	supply chain responsibility	23
	103-3 Evaluation of the management approach.	transparency of production locations and suppliers	23
Own indicator	Transparency and information about factories that produce for HEMA, publishing a list of factories (tier 1 and 2).	transparency of production locations and suppliers	23
working conditions at manufacturers' facilities		reference	page
GRI 103 Management approach 2016	103-1 Explanation of the material of the subject and its boundary.	sustainability at HEMA	9
	103-2 The management approach and its components.	working conditions at manufacturers' facilities	25
	103-3 Evaluation of the management approach.		
Disclosure 414-1	New suppliers that were screened using social criteria. <i>% of new suppliers that were screened using social criteria.</i>	working conditions at manufacturers' facilities	25

sustainable design		reference	page
GRI 103 Management approach 2016	103-1 Explanation of the material of the subject and its boundary.	sustainability at HEMA	9
	103-2 The management approach and its components. 103-3 Evaluation of the management approach.	reducing plastic	20
Disclosure 301-2	Percentage of recycled input material used to manufacture the organisation's primary products. In 2025 we use recycled or renewable material for all plastic or polyester products	reducing plastic	20
packaging		reference	page
GRI 103 Management approach 2016	103-1 Explanation of the material of the subject and its boundary.	sustainability at HEMA	9
	103-2 The management approach and its components. 103-3 Evaluation of the management approach.	sustainable packaging	20
Own indicator (disclosure 301-10)	25% less consumer packaging in 2025 than in 2019	sustainable packaging	20
customer satisfaction		reference	page
GRI 103 Management approach 2016	103-1 Explanation of the material of the subject and its boundary.	sustainability at HEMA	29
	103-2 The management approach and its components. 103-3 Evaluation of the management approach.	our customer first	29
Own indicator	The number of three or four star reviews online.	our customer first	29

being a good employer		reference	page
GRI 103 Management approach 2016	103-1 Explanation of the material of the subject and its boundary.	sustainability at HEMA	9
	103-2 The management approach and its components. 103-3 Evaluation of the management approach.	diversity	30
Own indicator	Improve the score employees awareness of diversity and inclusivity in 2022.	diversity	30