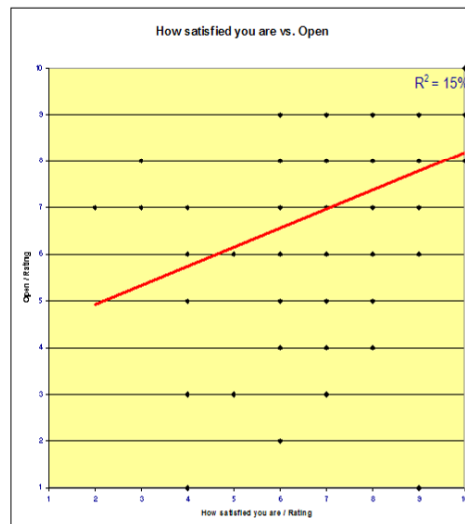
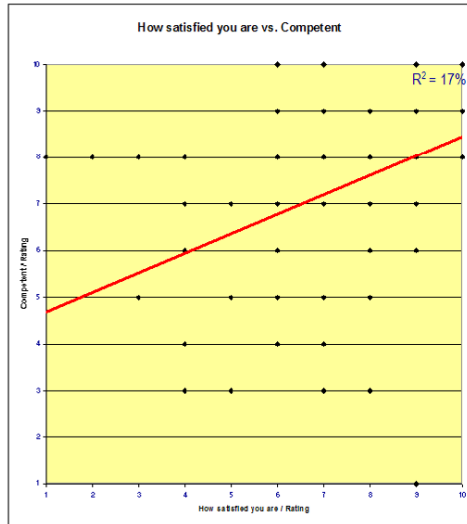


## Observations of Correlations in Employee Survey

- Regression Lines and  $R^2$  Show that Everything Correlates With Satisfaction -

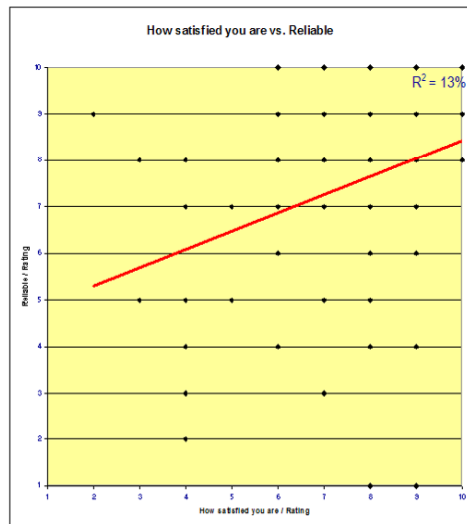


No of observations: 112



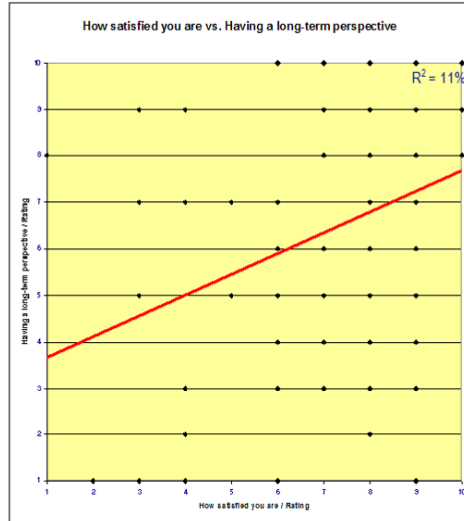
Nr of observations: 113

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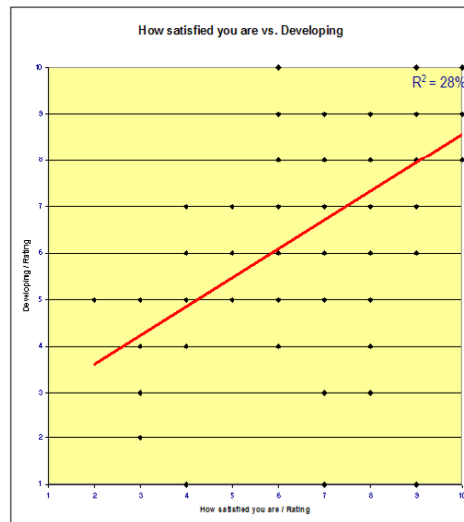
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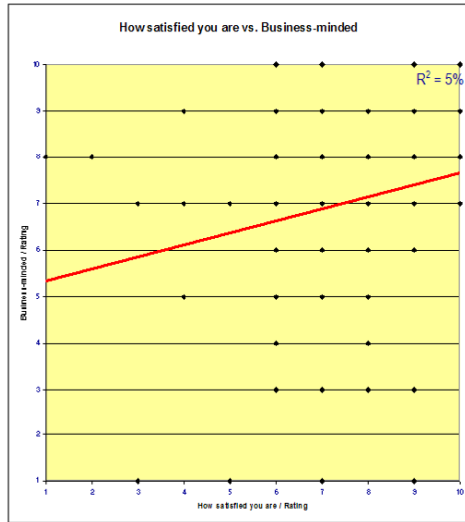
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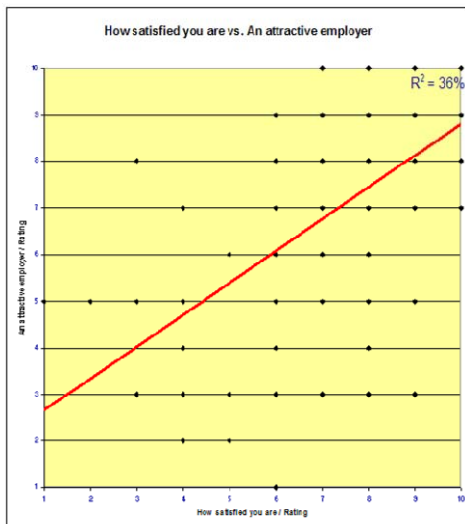
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6



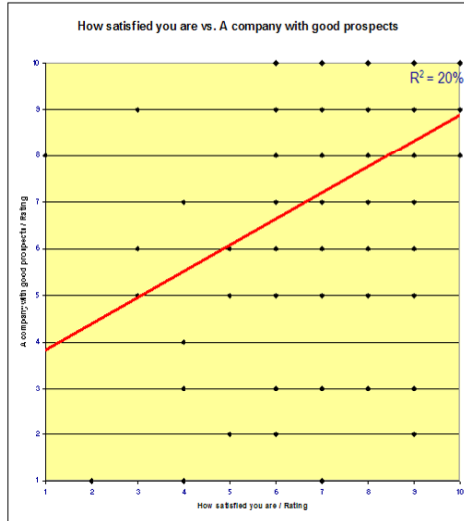
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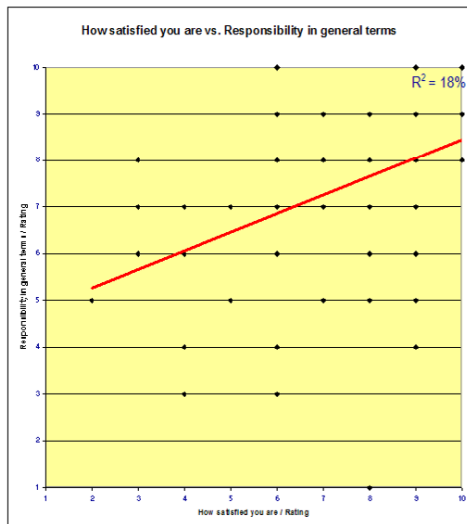
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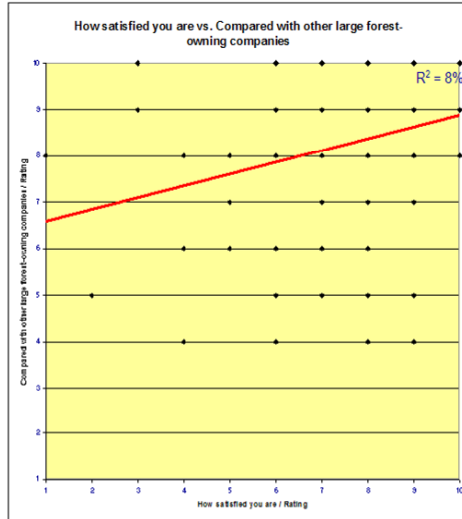
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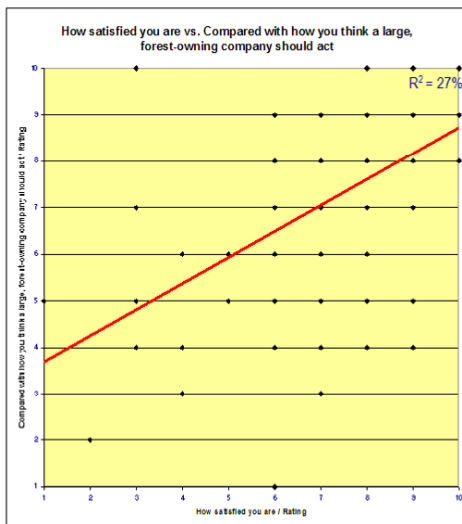


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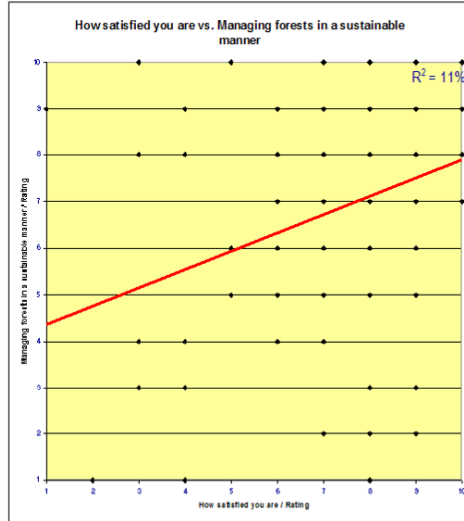
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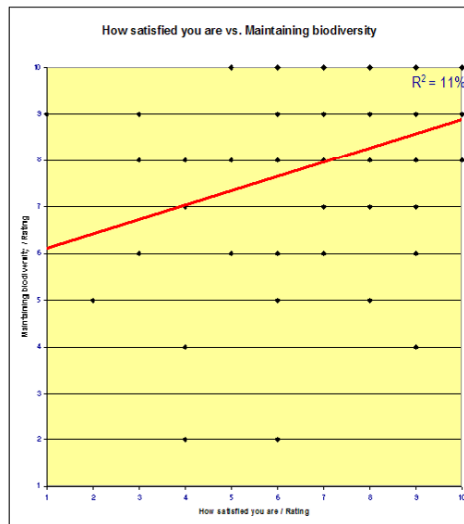


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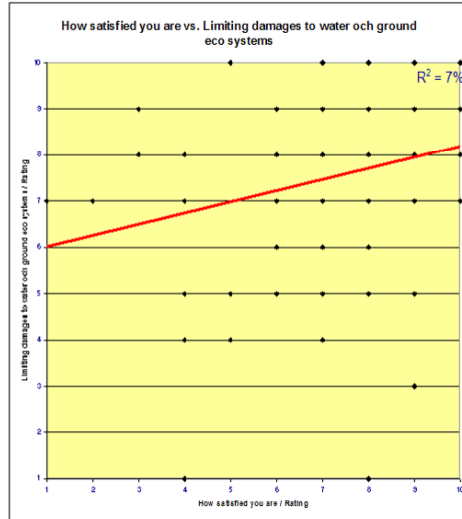
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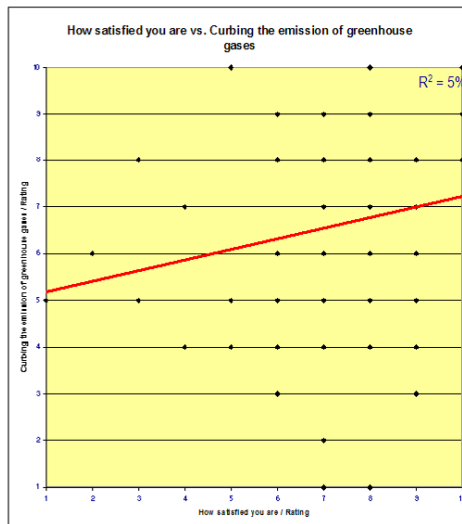


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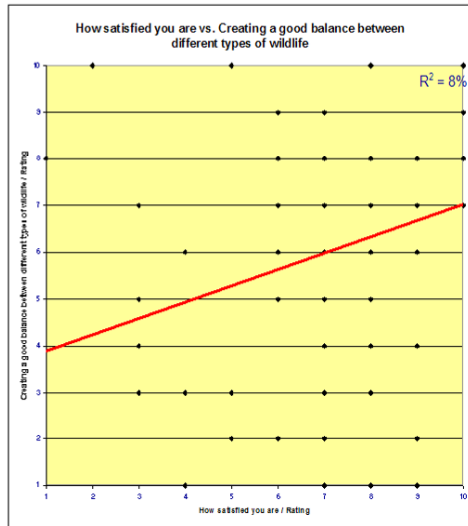


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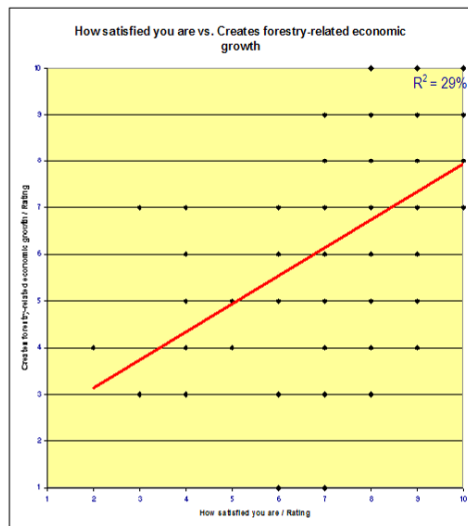
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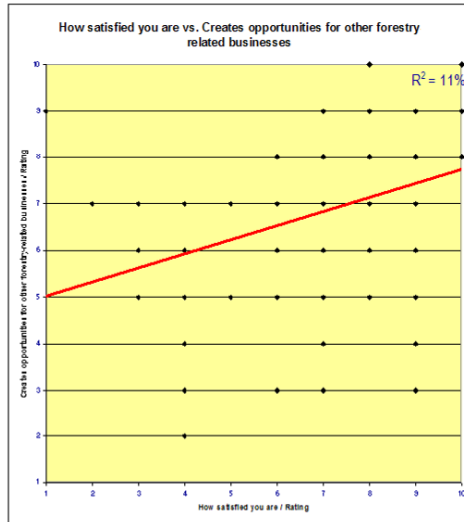
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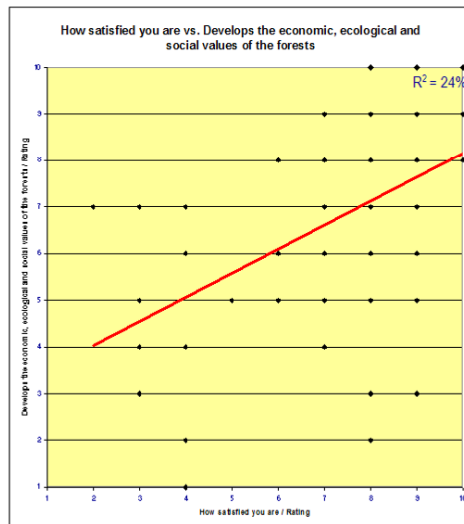


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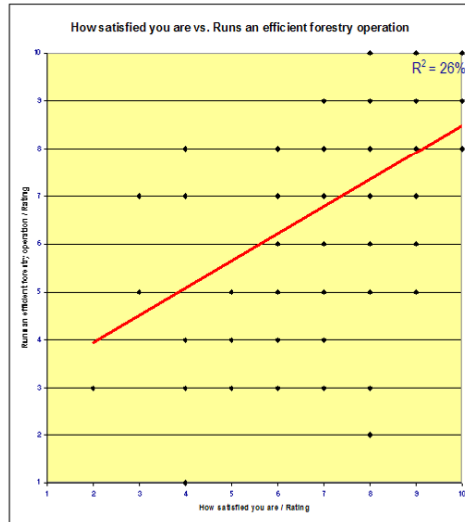
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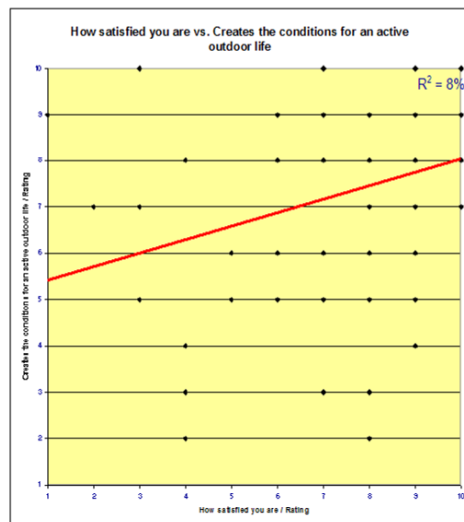
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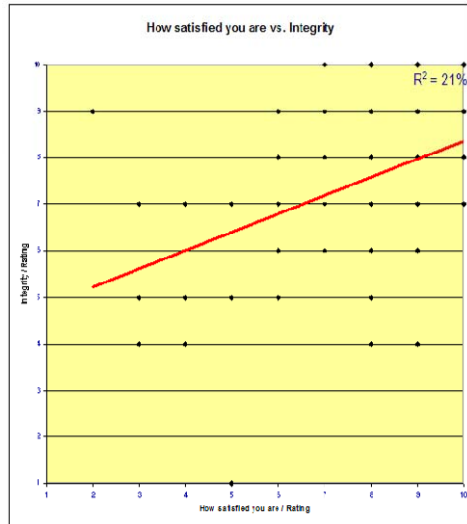
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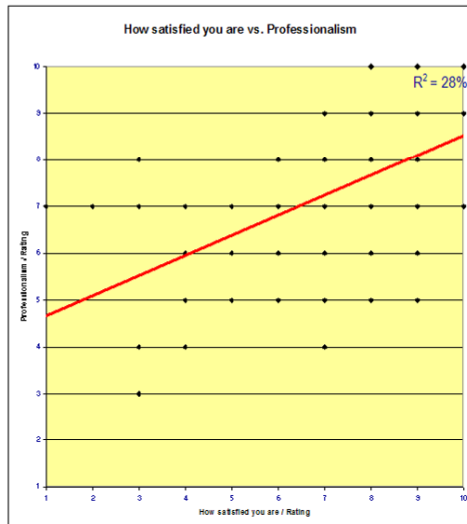
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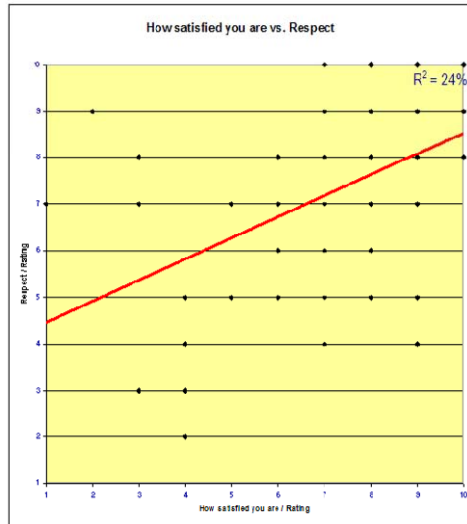
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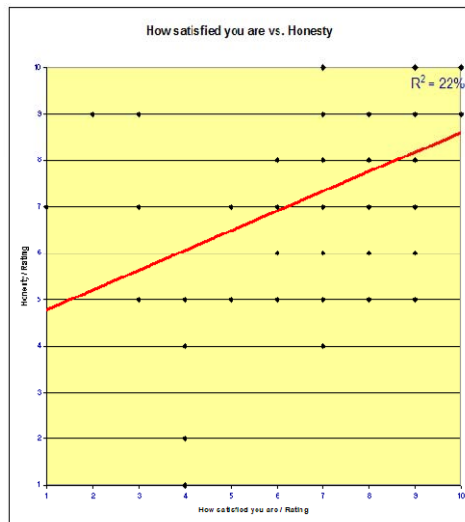


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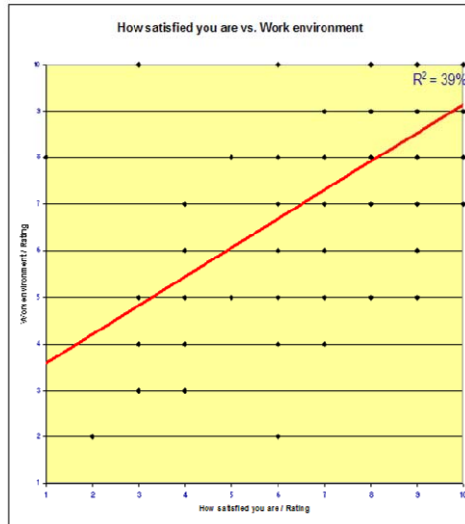
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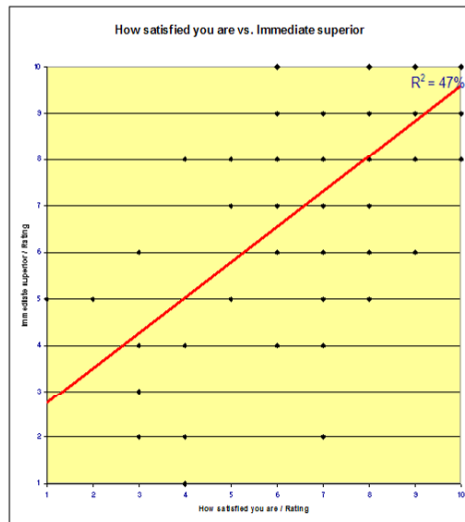
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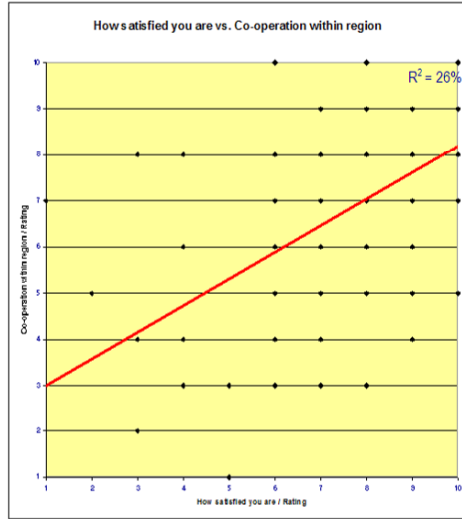
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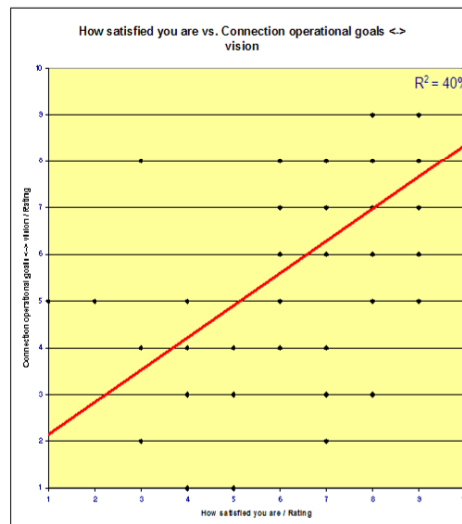
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Nr of observations: 102

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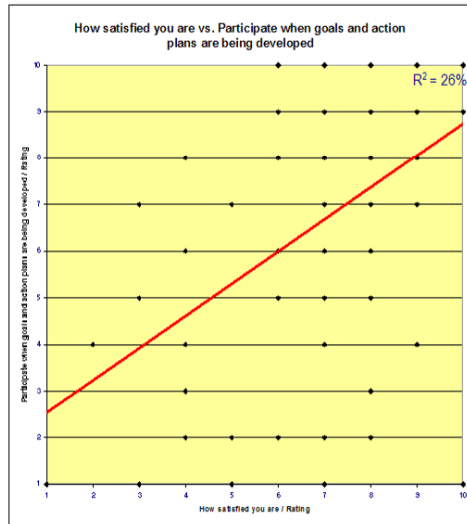
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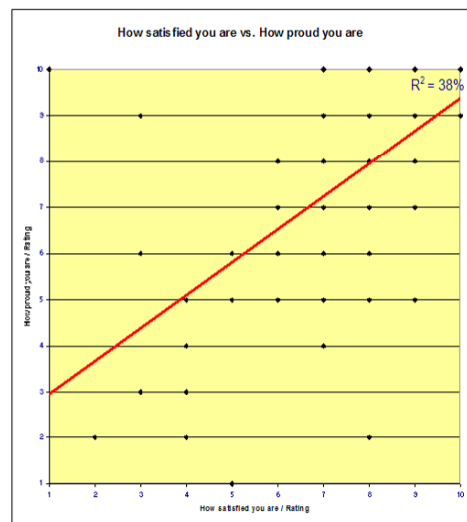
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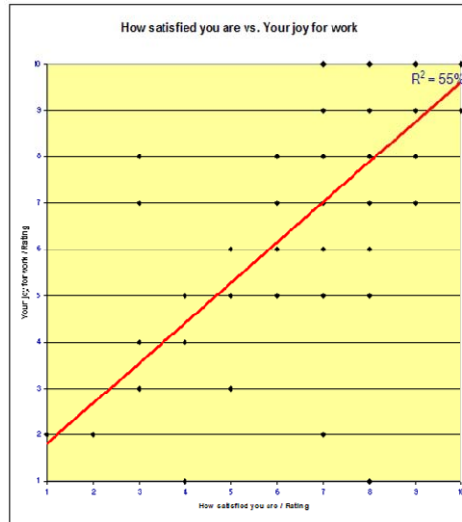


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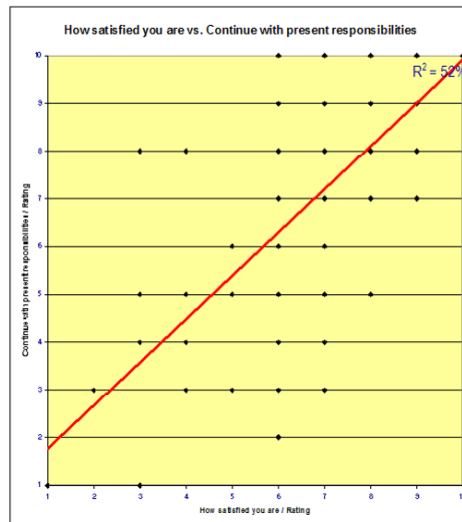


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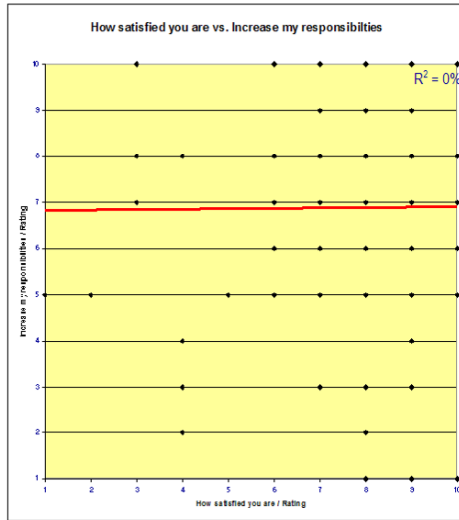




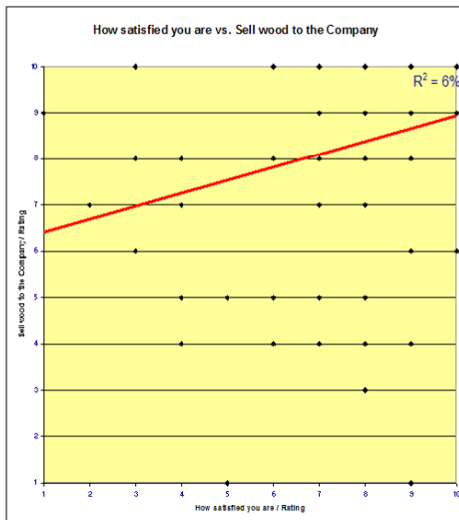
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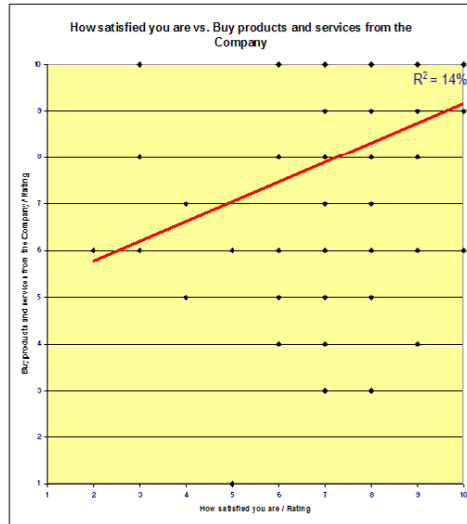
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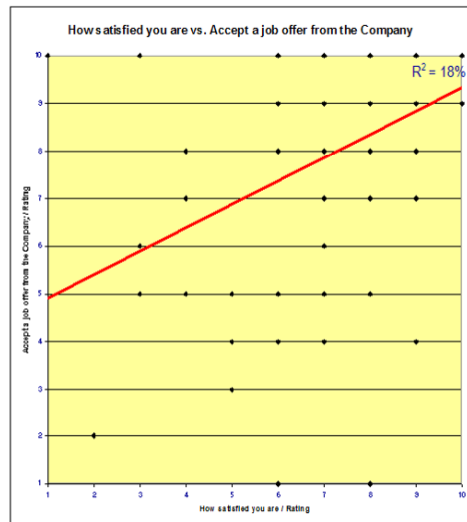
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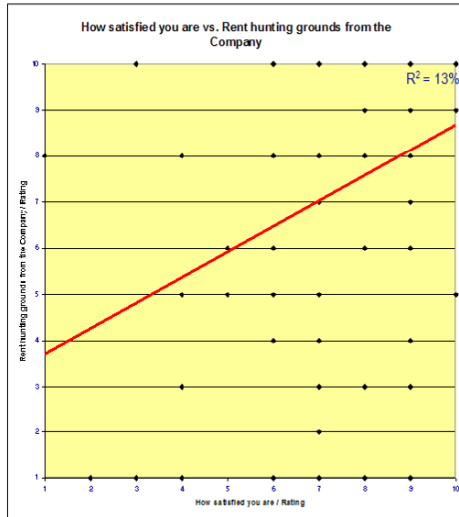
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Nr of observations: 105



Nr of observations: 112



Nr of observations: 96

## Appendix - The Questionnaire

(Somewhat simplified as compared with the original text in Swedish)

RATE THE COMPANY!

As stipulated by our owner, we will prepare a sustainability report in line with the GRI standard. It includes the attitudes versus the Company of many stakeholder groups, such as the employees. Please take 5-10 minutes to respond to our questions below.

A Andersson  
Head of environment and sustainable development

PART 1 - BACKGROUND

1. ABOUT YOURSELF

First a few questions about yourself. You may skip these questions if you want to.

- 1.1 Gender
- 1.2 Decade when born
- 1.3 Education
- 1.4 Region where the respondent lives
- 1.5 Organisational belonging

PART 2 - THE COMPANY AS A FOREST OWNER

2. GENERAL IMPRESSION

What is your general impression of the Company as a forest owner? Is it:

- 2.1 Open
- 2.2 Competent
- 2.3 Reliable
- 2.4 Having a long-term perspective
- 2.5 Developing
- 2.6 Business-minded
- 2.7 An attractive employer
- 2.8 A company with good prospects

3. OVERALL RESPONSIBILITIES

Using a scale from 1 to 10, rate how well you think that the Company manages its overall responsibilities as one of Sweden's largest forest owners:

- 3.1 In general terms
- 3.2 Compared with other large forest-owning companies
- 3.3 Compared with how you think a large, forest-owning company should act

4. ENVIRONMENT

Consider the Company's efforts in the environmental field. Using the scale from 1 to 10, how do you rate the Company in regard to:

- 4.1 Managing forests in a sustainable manner
- 4.2 Maintaining biodiversity
- 4.3 Limiting damages to water and ground eco systems
- 4.4 Curbing the emission of greenhouse gases
- 4.5 Creating a good balance between different types of wildlife
- 4.6 Your comments regarding the Company's efforts to protect the environment:

5. RESPONSIBILITIES TOWARDS LOCAL SOCIETIES

Rate how well the Company handles its responsibilities towards the local communities where the Company has operations. More specifically, rate to well the Company:

- 5.1 Creates forestry-related economic growth
- 5.2 Creates opportunities for other forestry-related businesses
- 5.3 Develops the economic, ecological and social values of the
- 5.4 Runs an efficient forestry operation
- 5.5 Creates the conditions for an active outdoor life
- 5.6 Comments regarding responsibilities towards local communities:

6. ETHICS

How well do you think that the Company treats its stakeholders when it comes to:

- 6.1 Integrity
- 6.2 Professionalism
- 6.3 Respect
- 6.4 Honesty
- 6.5 Comments regarding ethics:

7. SUSTAINABILITY

- 7.1 The Company is expected by its owners to ensure an ecological yet production-efficient and sustainable development of its forests. Are there areas where you think the Company should make extra efforts to contribute to a sustainable development over the next few years?

PART 3 - THE COMPANY AS AN EMPLOYER

8. YOUR WORK SITUATION

Think of your work situation. How do you rate the Company in regard to:

- 8.1 Work environment
- 8.2 Immediate superior
- 8.3 Co-operation within region
- 8.4 Connection operational goals <-> vision
- 8.5 Participate when goals and action plans are being developed

9. OVERALL EVALUATION

Make an overall evaluation of the Company as an employer and rate it considering:

- 9.1 How satisfied you are
- 9.2 How proud you are
- 9.3 Your joy for work

PART 4 - FUTURE

10. RESPONSIBILITIES AND EFFORTS

How would you like your responsibilities and work effort to develop during the next 2-3 years?

- 10.1 Continue with present responsibilities
- 10.2 Increase my responsibilities

11. RECOMMEND

How likely are you to recommend one of your best friends to:

- 11.1 Sell wood to the Company
- 11.2 Buy products and services from the Company
- 11.3 Accept a job offer from the Company
- 11.4 Rent hunting grounds from the Company

THANKS FOR YOUR CONTRIBUTION!