



Forest industries workplace wellbeing survey: summary by site

10 June 2026

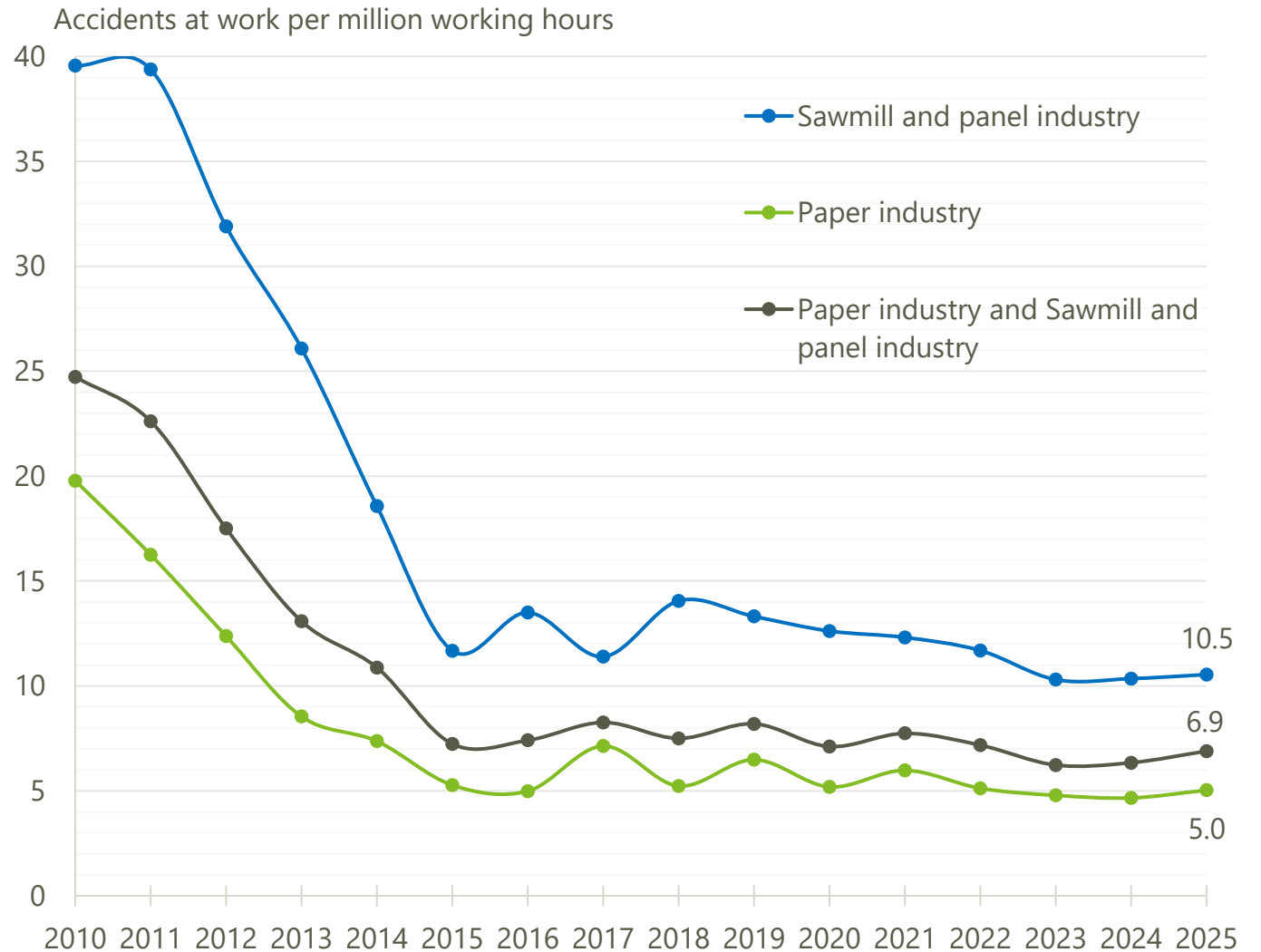
Metrics used

- **Accident frequency (LTAF = Lost Time Accident Frequency)**
 - Accidents / million hours worked
 - At least one full working day or shift of absence, in addition to the absence hours on the day the accident occurred.
- **Accident frequency (TRIF = Total Recordable Incident Frequency)**
 - Accidents / million hours worked
 - The TRIF metric includes work-related accidents resulting in at least medical treatment. First-aid cases are not included in TRIF accidents.
- **Sickness absences**
 - Sickness absence / regular working time
- **Proactive near-miss and safety observations**
 - Near misses and safety observations per 100 people

Frequency of lost-time accidents (LTAF) in the paper, sawmill and panel industries

A work-related accident is recorded as any incident resulting in **at least one full working day or shift of absence** in addition to **the hours of absence** on the day the accident occurred.

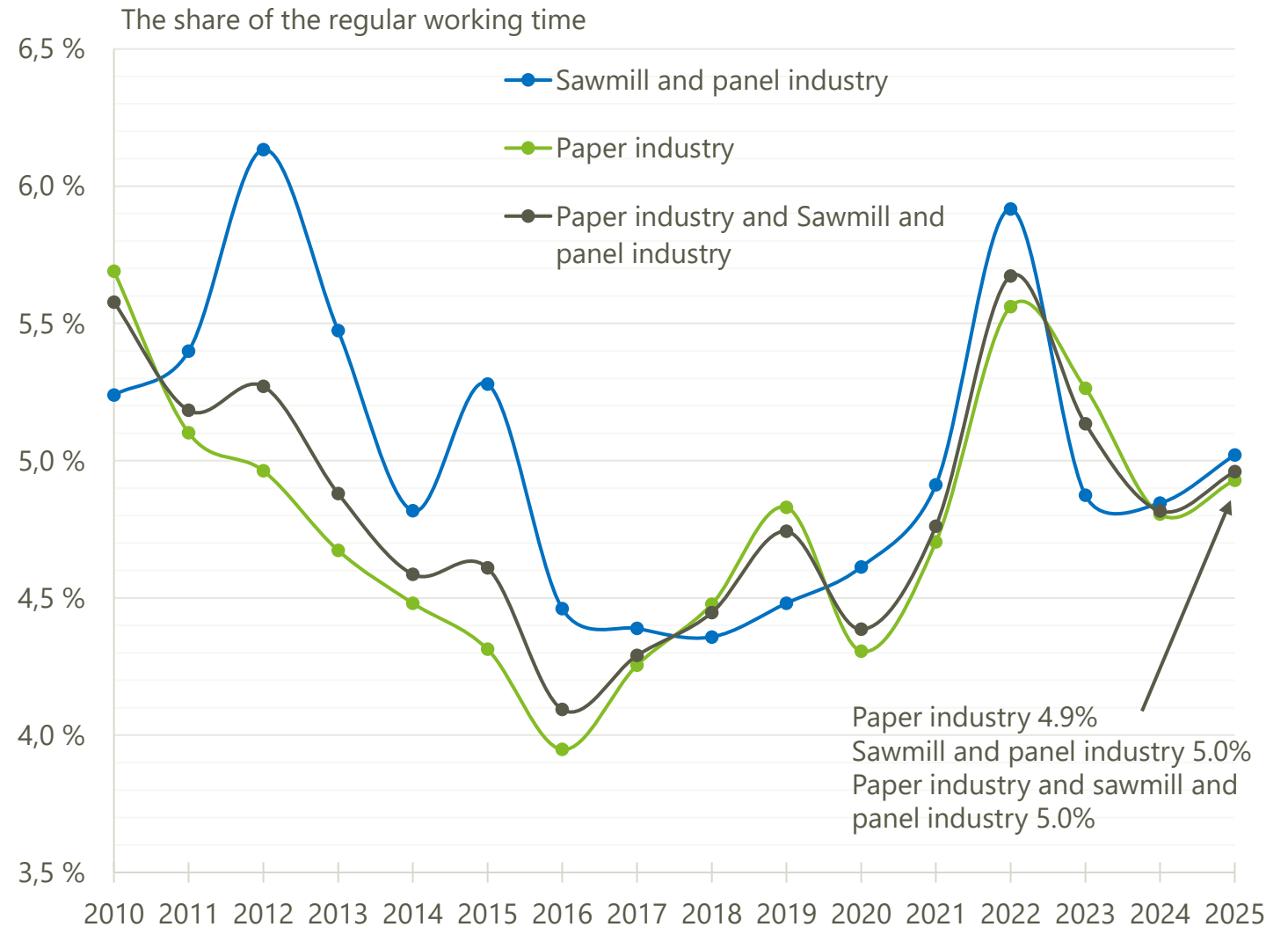
The company survey result covers **80% of paper industry** and **82% of sawmill and panel industry** employees in member companies.



Sickness absences in the paper, sawmill and panel industries

Regular working time = **all hours worked + all hours of absence** (excluding annual leave and lay-off hours).

The company survey result covers **80% of paper industry** and **82% of sawmill and panel industry** employees in member companies.



In the forest industries, 152,000 proactive safety observations were recorded in 2025

Year	Paper industry		Sawmill and panel industry		Paper, sawmill and panel industries	
	Average, per 100 people	Change %	Average, per 100 people	Change %	Average, per 100 people	Change %
2016	696		267		573	
2017	539	-22.5%	286	7.2%	472	-17.6%
2018	464	-13.9%	350	22.2%	434	-8.0%
2019	514	10.7%	431	23.3%	492	13.4%
2020	510	-0.7%	465	7.7%	498	1.1%
2021	593	16.1%	442	-4.9%	548	10.0%
2022	818	38.1%	557	26.0%	737	34.5%
2023	1,046	27.8%	733	31.7%	977	32.6%
2024	1,013	-3.1%	944	28.7%	992	1.5%
2025	1,233	21.8%	874	-7.4%	1,108	11.7%



Paper industry

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Frequency of lost-time accidents (LTAF) in the paper industry in 2025

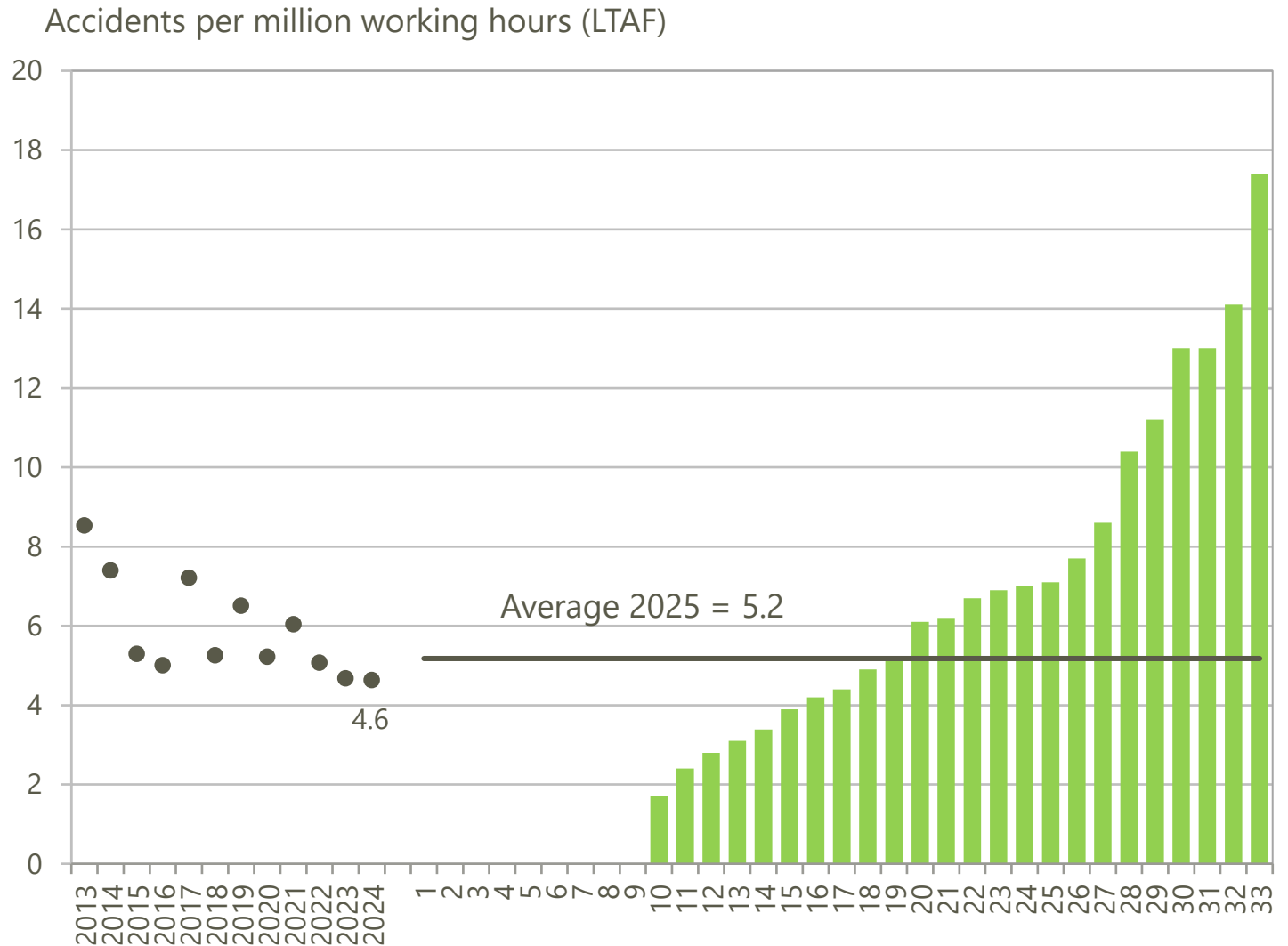
A work-related accident is recorded as any incident resulting in **at least one full working day or shift of absence** in addition to **the hours of absence** on the day the accident occurred.

LTAF is the accident frequency for paper industry sites with more than 50 employees. Dots show values from previous years.

There were **33 sites with more than 50 employees** in 2025.

The company survey result covers 80% of paper industry employees in member companies.

Sites with more than 50 employees



Frequency of lost-time accidents (LTAF) in the paper industry in 2025

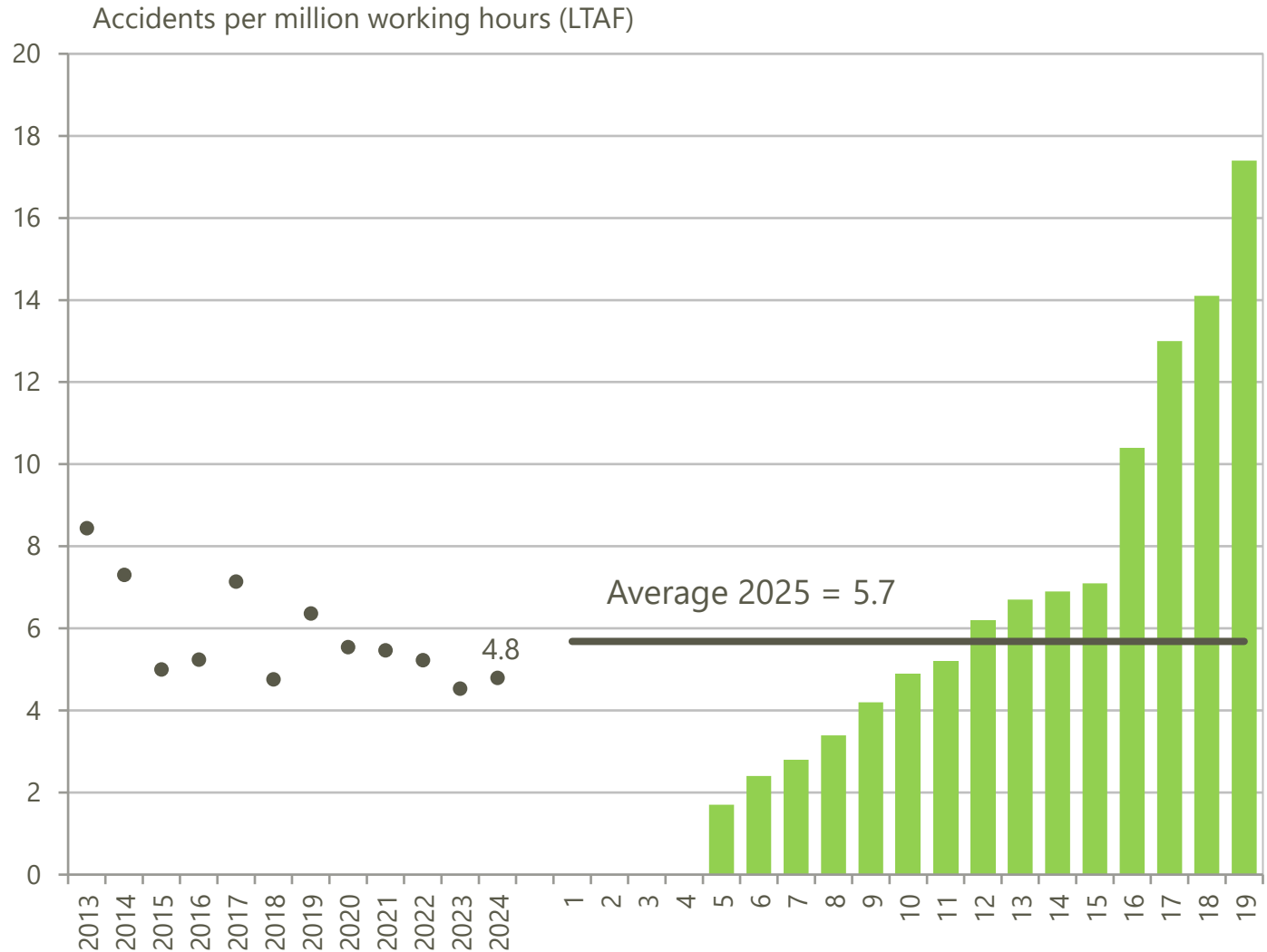
A work-related accident is recorded as any incident resulting in **at least one full working day or shift of absence** in addition to **the hours of absence** on the day the accident occurred.

LTAF is the accident frequency for paper industry sites with more than 200 employees. Dots show values from previous years.

There were **19 sites with more than 200 employees** in 2025.

The company survey result covers 80% of paper industry employees in member companies.

Sites with more than 200 employees



Frequency of work-related accidents (TRIF) in the paper industry in 2025

TRIF includes accidents that result in **at least medical treatment**; first-aid cases are excluded.

Scope: weighted average for paper industry sites with more than 50 employees, weighted by hours worked.

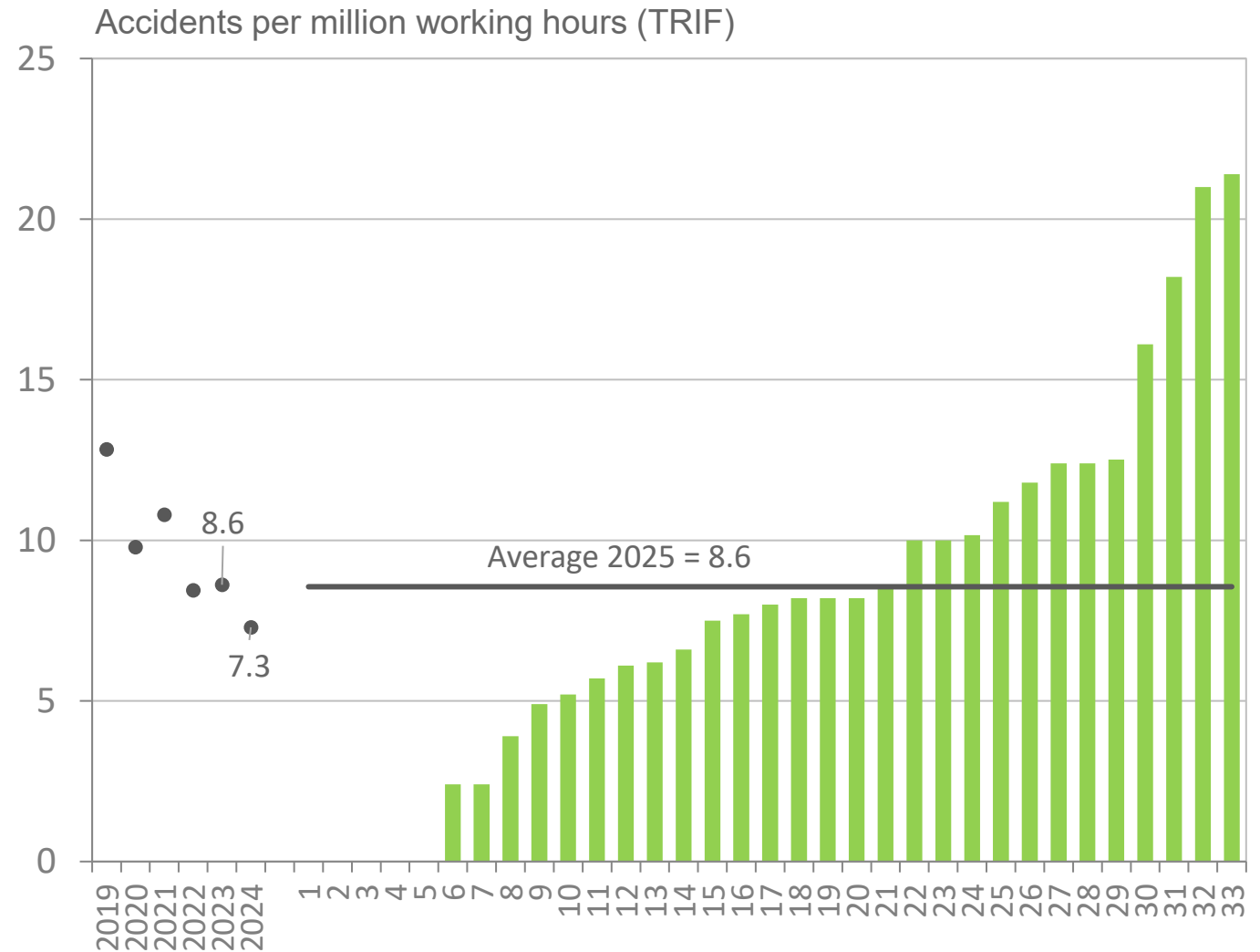
Weighting reduces distortion from small sites with unusually high TRIF values.

Dots show previous years' weighted averages. **There were 33 sites in 2025.**

The company survey result covers 80 % of paper industry employees in member companies.



Sites with more than 50 employees



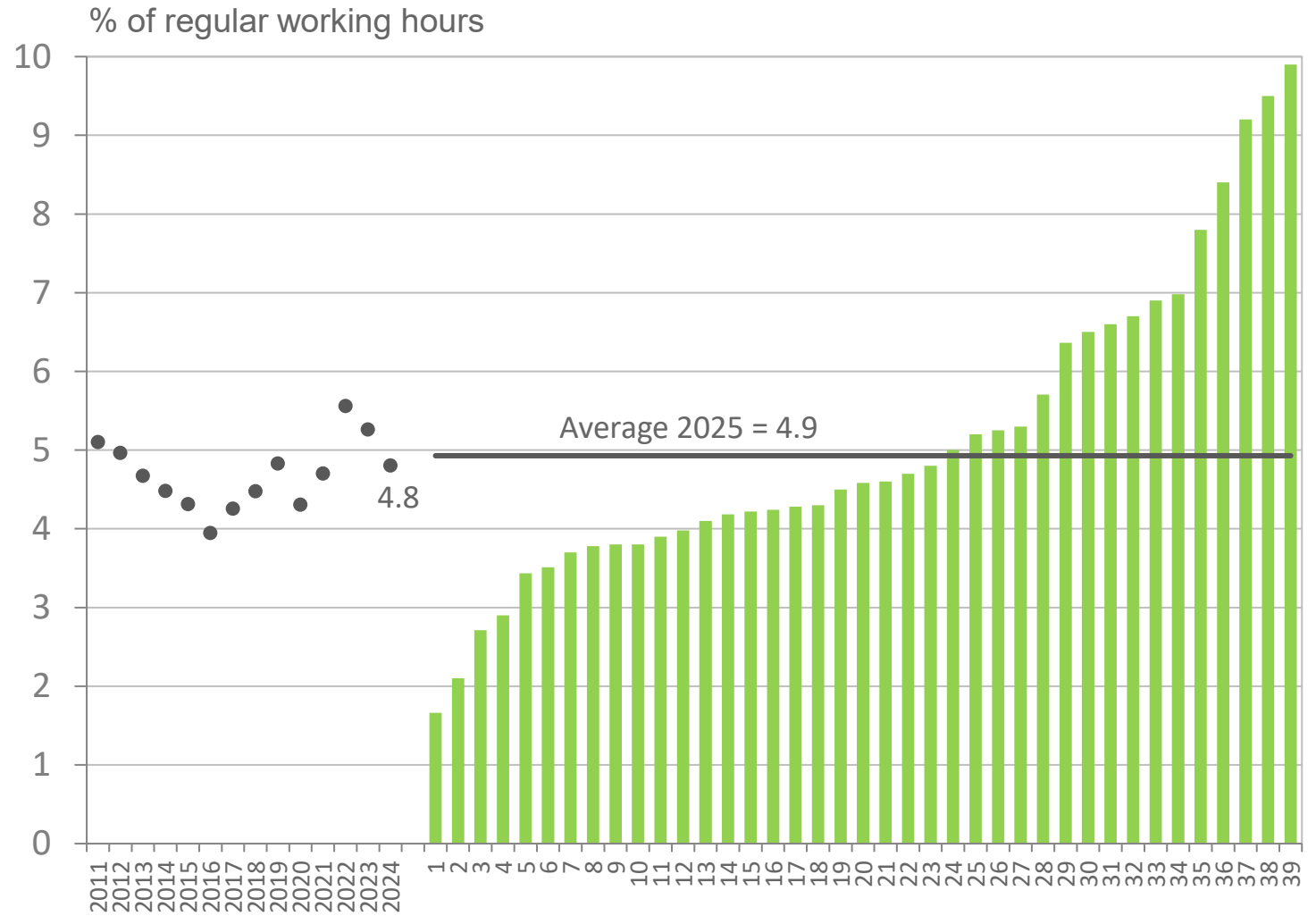
Sickness absences in the paper industry in 2025

Regular working time = all hours worked + all hours of **absence** (excluding annual leave and lay-off hours).

The average is an arithmetic mean:

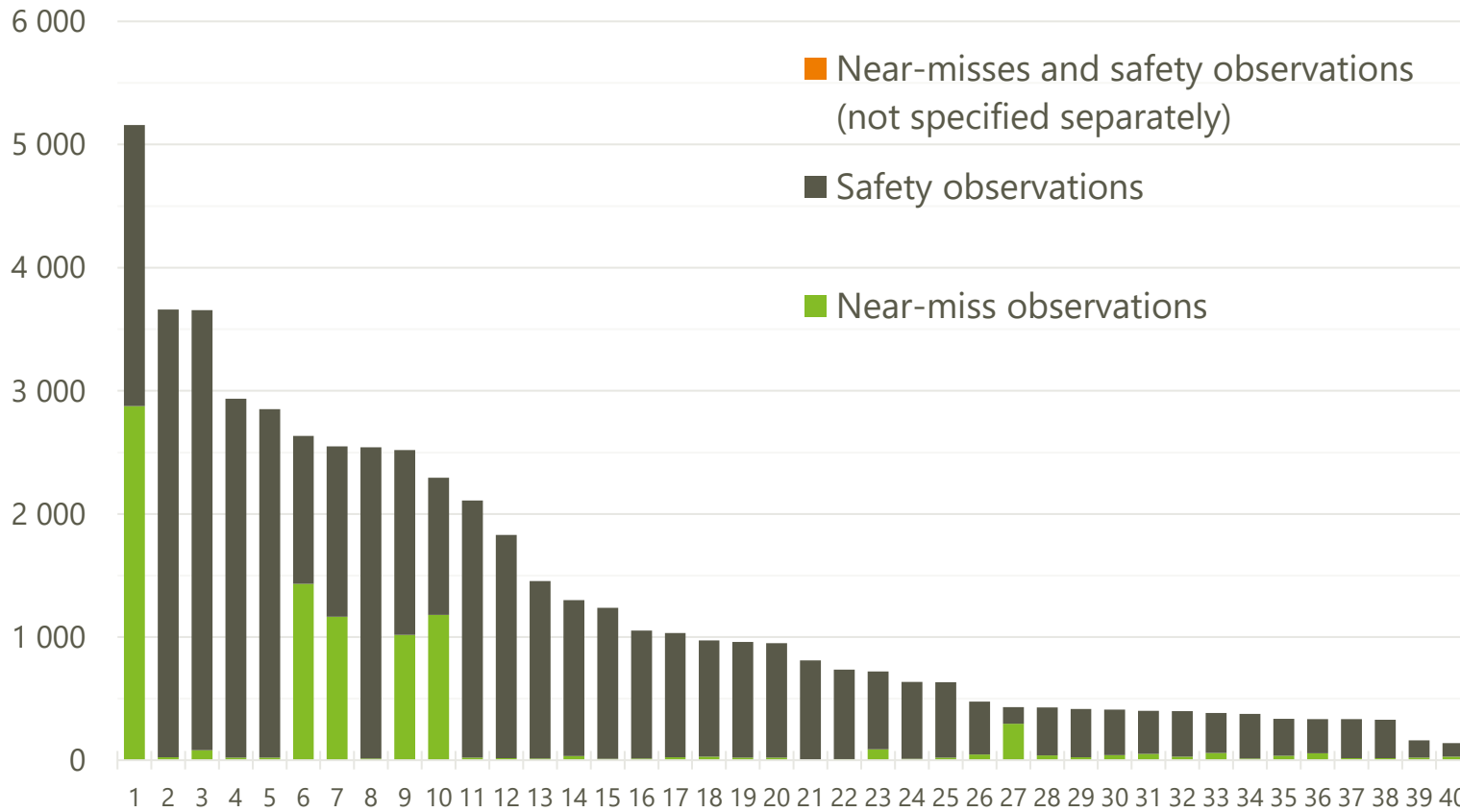
The sites' **total sickness absences** are **divided by total regular working time**.

The company survey result covers 80% of paper industry employees in member companies.



Paper industry recorded 110,000 proactive near-misses and safety observations in 2025

Near-misses and safety observations per 100 people



Near misses and safety observations, total		
Year	Average, per 100 people	Change %
2016	696	
2017	539	-22.5%
2018	464	-13.9%
2019	514	10.7%
2020	510	-0.7%
2021	593	16.1%
2022	818	38.1%
2023	1,046	27.8%
2024	1,013	-3.1%
2025	1,233	21.8%

Recorded safety observations		
Year	Average, per 100 people	Change %
2016	70,440	
2017	59,090	-16.1%
2018	53,160	-10.0%
2019	58,730	10.5%
2020	54,490	-7.2%
2021	59,460	9.1%
2022	85,550	43.9%
2023	110,680	29.4%
2024	97,510	-11.9%
2025	110,140	13.0%



Sawmill and panel industry

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Frequency of lost-time accidents (LTAF) in the sawmill and panel industry in 2025

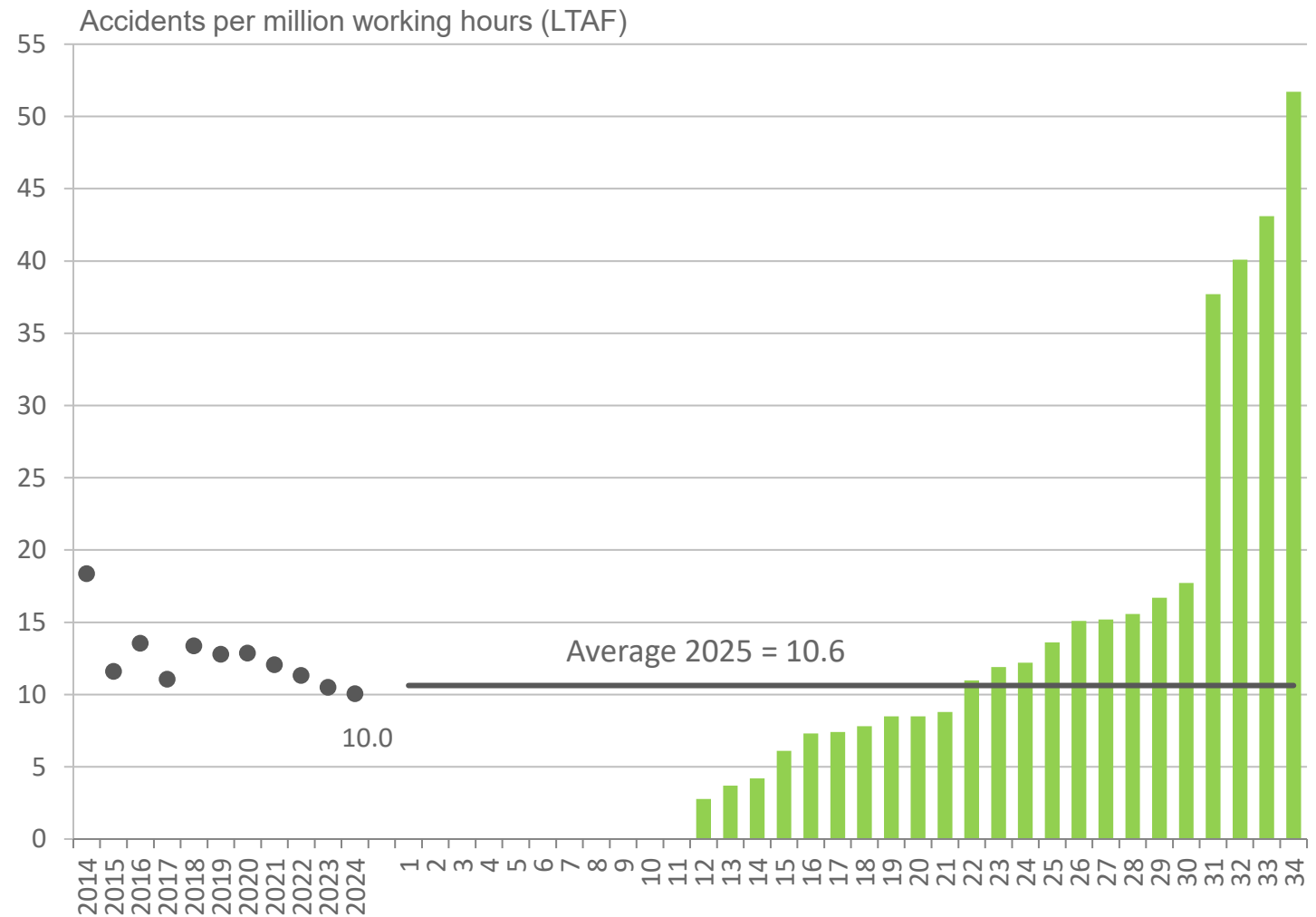
A **work-related accident** is recorded as any incident resulting in **at least one full working day** or **one shift of absence** in addition to **the hours of absence** on the day the accident occurred.

LTAF is the accident frequency for sawmill and panel industry sites with more than 50 employees. Dots show values from previous years.

There were 34 sites in 2025.

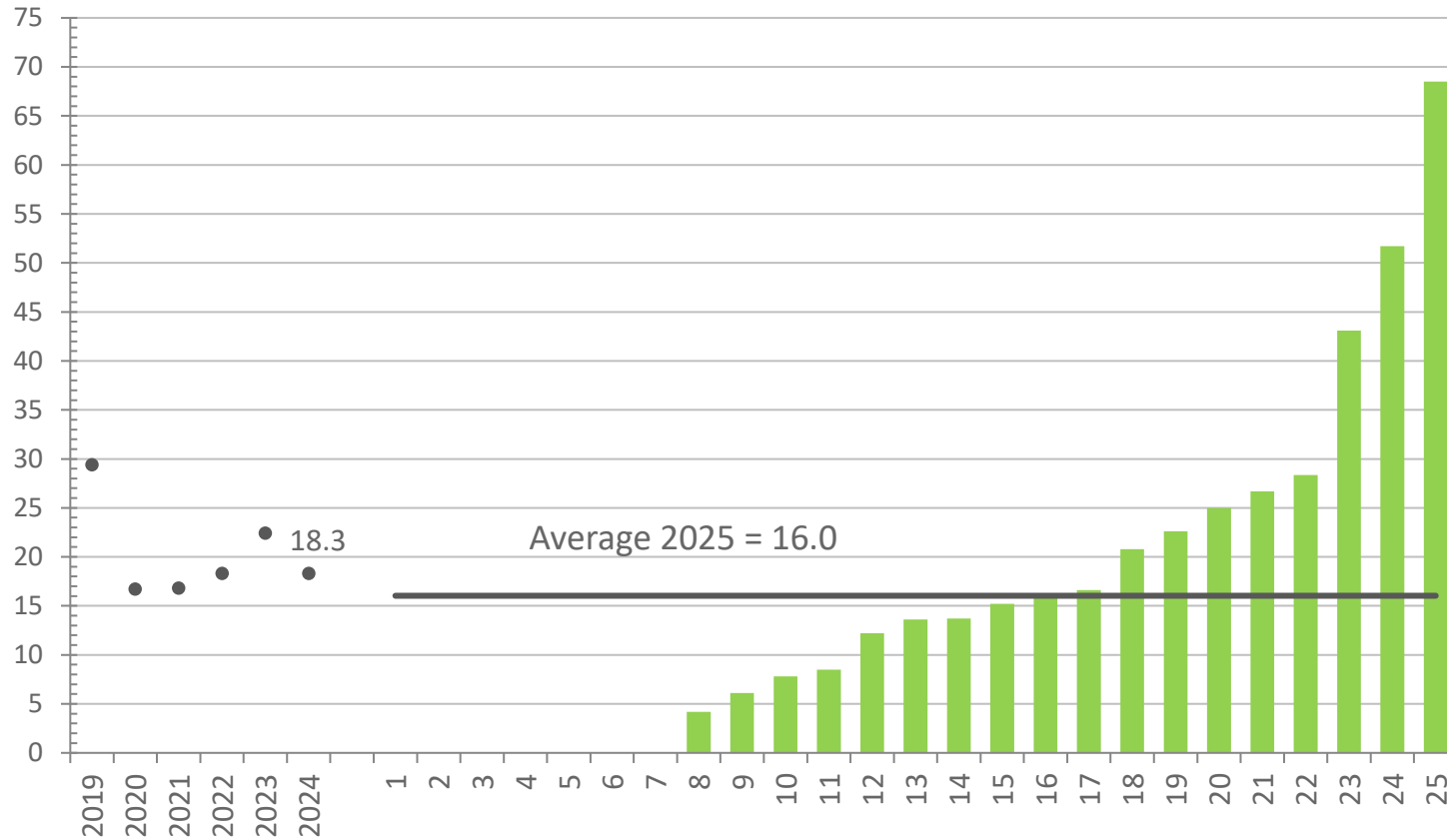
The company survey result covers 82 % of sawmill and panel industry employees in member companies.

Sites with more than 50 employees



Frequency of work-related accidents (TRIF) in the sawmill and panel industry in 2025

Accidents per million working hours (TRIF)



TRIF includes work-related accidents requiring **at least medical treatment**; first-aid cases are excluded.

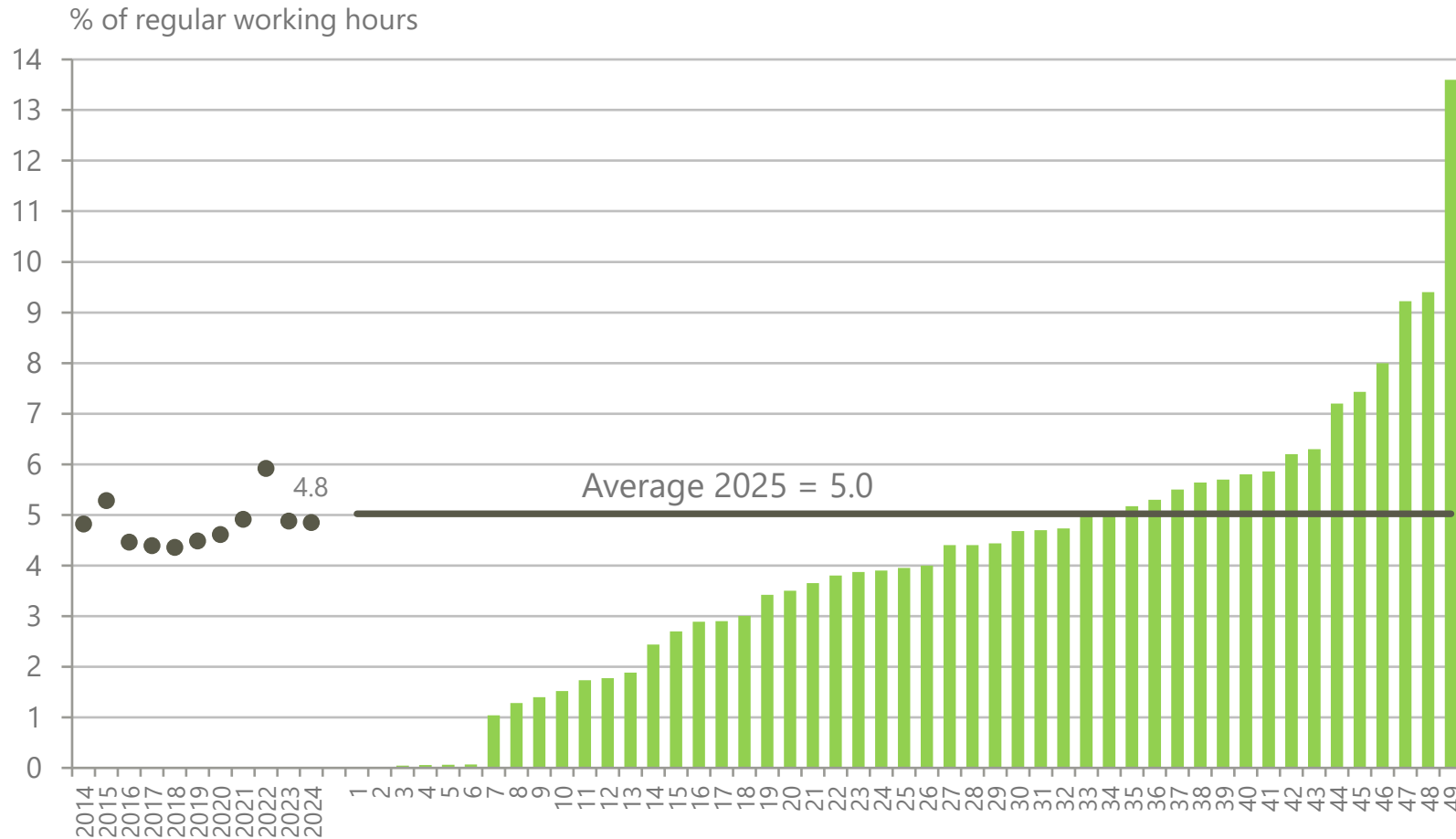
Scope: weighted average for sawmill and panel industry sites with more than 50 employees, weighted by hours worked.

Weighting reduces distortion from small sites with unusually high TRIF values.

Dots show previous years' weighted TRIF values. **There were 25 sites in 2025.**

The company survey result covers 82 % of employees in member companies.

Sickness absences in the sawmill and panel industry in 2025



Regular working time = all hours worked + all absence hours (excluding annual leave and lay-off hours).

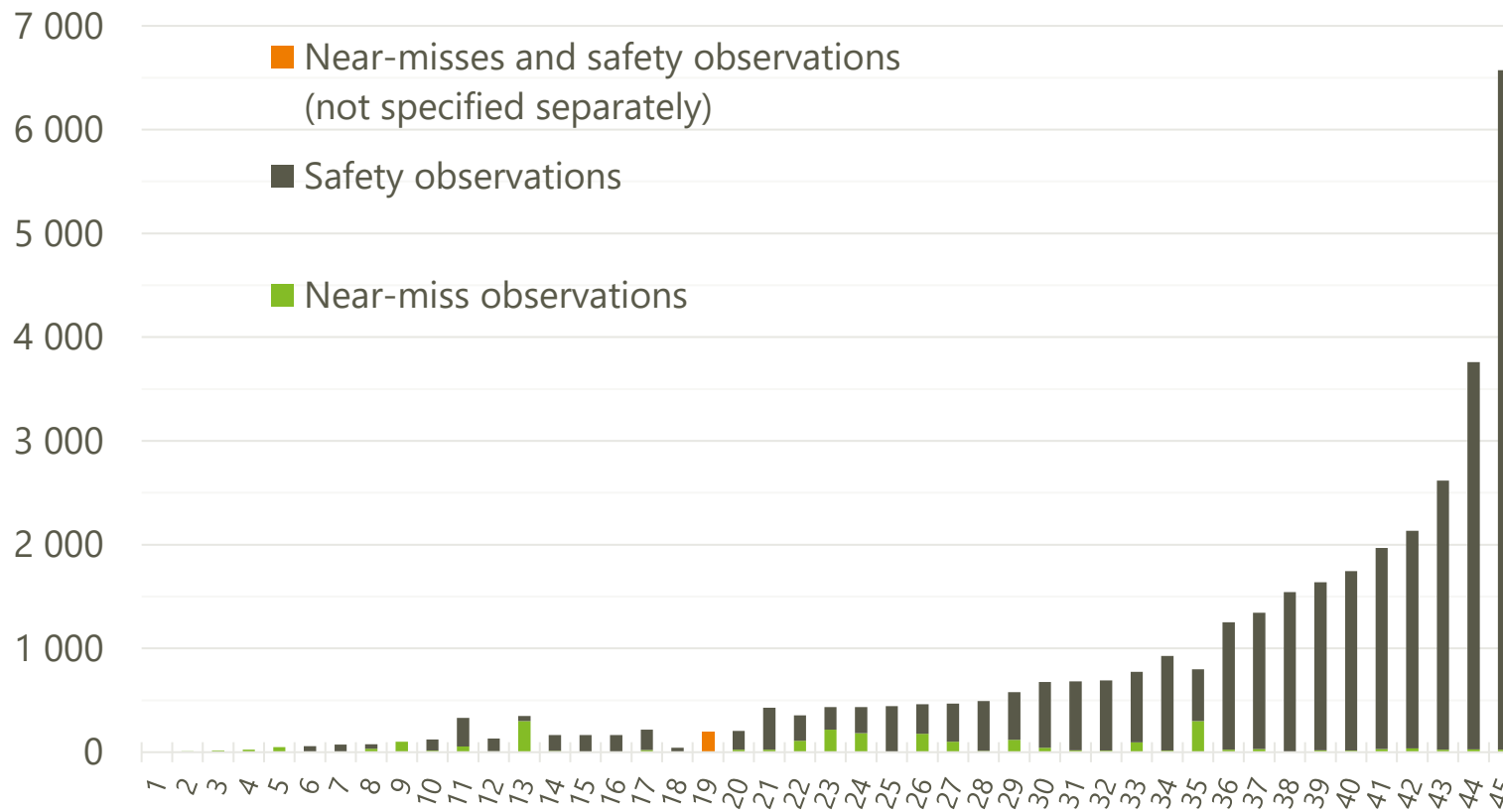
Average: total site sickness absences divided by total regular working time.

Dots show the average for previous years.

The company survey result covers 82 % of sawmill and panel industry employees in member companies.

The sawmill and panel industry recorded 41,500 proactive near-misses and safety observations in 2025

Near-misses and safety observations per 100 people



Near misses and safety observations, total		
Year	Average, per 100 people	Change %
2016	267	
2017	286	7.2%
2018	350	22.2%
2019	431	23.3%
2020	465	7.7%
2021	442	-4.9%
2022	557	26.0%
2023	733	31.7%
2024	944	28.7%
2025	874	-7.4%

Recorded safety observations		
Year	Average, per 100 people	Change %
2016	10,830	
2017	11,320	4.5%
2018	14,230	25.7%
2019	17,390	22.2%
2020	18,360	5.6%
2021	18,690	1.8%
2022	26,200	40.2%
2023	33,990	29.7%
2024	39,730	16.9%
2025	41,560	4.6%



Forestry sector

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Accident frequencies and sickness absences in forestry work, 2012–2025

Salaried staff and workers combined

	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
LTA / million hours worked	8.1	10.1	6.5	5.3	5.3	8.0	4.6	4.0	3.2	2.8	1.7	1.5	3.4	1.6
Sickness absence, %¹	2.1	2.2	1.9	1.9	1.8	1.9	1.7	1.8	1.5	–	1.8	1.7	1.6	1.7
Near-miss reports, items/100 people	23.9	43.3	54.5	103.1	95.0	54.3	43.3	39.4	42.2	84.6	42.6	27.3	33.7	50.2
Safety observations, items/100 people²		170.3	219.8	439.2	327.9	209.8	634.9	640.2	591.0	677.9	681.0	868.5	1,059.7	1,152.2

- 1) Percentage of working time, including all hours worked + all absence hours (excluding annual leave and lay-off hours)
- 2) Partly includes near-miss reports, as some responses do not distinguish between near misses and safety observations

Summary and observations

- In the paper, sawmill and panel industries, **work-related accident frequency remained stable and low in 2015–2025.**
 - The **2025 LTAF figure (6.9) remained low but** increased slightly over the previous two years (6.2 in 2023 and 6.3 in 2024).
- **Sickness absence as a share of regular working time increased** in both the paper industry and the sawmill and panel industry in 2025.
 - 4.8 % (2024) → 5.0 % (2025)
- **Near-miss and safety observations increased** in 2025.
 - Recorded reports **increased** by 13 % in the paper industry and by 4.6 % in the sawmill and panel industry.
 - Observations per 100 people **increased** by 21.8 % in the paper industry and **decreased** by 7.4 % in the sawmill and panel industry.