



# Sustainability Policy



© 2024 YIT Oyj  
Panuntie 11, PL 36, 00621 Helsinki  
Puhelin 020 433 111, faksi 020 433 3700  
[www.yit.fi](http://www.yit.fi)



## SUSTAINABILITY POLICY

We develop sustainable living environments where the needs of both people and the environment are taken into account. A sustainable living environment offers a pleasant residential setting, functioning public transport connections and everyday services that are easily accessible. Climate and nature impacts are considered in the development of sustainable living environments.

The key themes of sustainability relevant to YIT's operations are determined in collaboration with YIT employees and external stakeholders. We regularly gather information from customers and other stakeholders, for example through surveys. We update the content of the sustainability policy based on the information we gather. We train, encourage, and involve employees and important stakeholders in developing our practices.

Sustainability goals and actions are part of our strategy, for which the company's management team is responsible. The implementation of plans and the achievement of goals are regularly monitored and evaluated in various management forums. We regularly assess our impact on people, the environment and society. Material impacts, risks and opportunities are handled according to the current risk management policy and process.

### ENVIRONMENT

Our goal is to reduce the negative environmental impacts of our operations. We strive to optimize the use of resources through circular economy practices, ensuring consideration for natural resources and biodiversity. Our goal is to achieve zero emissions into water, soil and air. We have set separate targets for carbon dioxide emissions.

We reduce carbon dioxide emissions both in our own operations and in our value chain in line with science-based emission reduction targets. We take actions to mitigate and adapt to climate change. In accordance with our carbon road map, we replace the use of fossil energy sources with renewable energy sources and improve energy efficiency both in our own operations and in finished products. We regularly assess the impacts, risks and opportunities related to climate change mitigation and adaptation and plan corresponding measures.

We create a better living environment and reduce the negative effects of our own activities on the environment. Through our products and services, we can help reduce our customers' environmental impact. YIT can create new business and business models by developing sustainable solutions and investing in sustainable initiatives.

We adhere to the following environmental principles:

- We reduce the energy consumption caused by our own activities, the amount of waste we produce, the greenhouse gas emissions we cause, and emissions to air and water.
- We improve the energy efficiency of our own operations and finished products. We replace the use of fossil energy sources with renewable energy sources.
- We are committed to reducing the emissions of both our own operations and our value chain in accordance with our science-based emission reduction targets.
- We pay special attention to energy and material efficiency and material selection in our products and services. We constantly develop new, more environmentally friendly solutions.
- We strive to provide our customers with a sustainable and long-lasting living environment.
- We aim to reduce water consumption in our operations, especially in water-stressed areas. Additionally, we ensure that the wastewater generated is treated properly.

- We invest in the development of new innovations in the industry.

We adhere to the following principles related to biodiversity:

- Reducing harmful impacts. In accordance with the mitigation hierarchy, we aim to avoid and reduce the harmful effects on biodiversity caused by our activities. In addition, we strive to increase natural values with restorative and regenerative activities.
- Promoting value chain and industry change. We pay attention to the biodiversity impacts of our entire value chain and support biodiversity-friendly business practices throughout the supply chain. We promote cooperation and dialogue with our customers, industry and other stakeholders so that we together can change our industry, market and operating environment to promote biodiversity. We communicate openly about our biodiversity impacts and the work we do for biodiversity.
- Increasing knowledge and skills. We develop our understanding of the most essential biodiversity impacts of our operations and throughout our value chain. We develop our expertise in managing the biodiversity impacts of projects and procurements.
- Creating positive impacts. We want to adopt innovations that promote biodiversity and offer our customers solutions that create positive effects on nature. In this way, we strive to offer our customers a living environment that is diverse in terms of natural values and supports people's health and well-being.

We manage our biodiversity impacts through five direct drivers of nature loss:

- Land and sea use and changes in use. We avoid construction in areas of high natural value. In our projects, we strive to preserve existing natural values and support local biodiversity.
- Utilization of natural resources. In our projects, services, and procurements, we pay special attention to material efficiency, recyclability, material selection and longevity.
- Climate change. We work in accordance with YIT's carbon road map and climate goals to curb the loss of nature caused by climate change.
- Pollution. We reduce the amount of waste we produce and the use of compounds harmful to nature. In addition, we prevent and reduce disturbances to nature caused by our activities during project implementation.
- Invasive species. We prevent the spread of invasive species in our activities.

## **SOCIAL RESPONSIBILITY**

Employees play a key role in building YIT's success. We invest in employee well-being and continuous competence development. We want to be an attractive employer and provide equal opportunities for our employees. Our goal is to strengthen the diversity of our workforce.

We pay attention to the realization of human rights and the prevention of human rights violations in our supply chains. We respect the Universal Declaration of Human Rights by the United Nations and the eight core conventions of the International Labour Organization (ILO) that establish fundamental rights at work. We require our partners to also commit to respecting these rights. We treat everyone fairly, respectfully and equally. We do not accept the use of child labor, any form of forced labor or human trafficking.

At YIT, occupational safety is an integral part of our values and our visible daily activities. We strive to constantly improve occupational safety. We want to offer a safe and healthy working and living environment for our personnel, partners, customers, and other stakeholders.

## **GOVERNANCE**

We are committed to acting ethically and complying with the legislation of each country in which we operate. We follow good management practices and responsible tax practices. We promote fair competition, data protection, corporate security and responsible business principles. We promote the implementation of sustainability policies throughout the value chain and support the development of the entire industry towards greater responsibility and ethics, more responsible and ethical direction, considering the life cycle of construction.

## **CUSTOMERS**

Through our products and services, we can help reduce our customers' environmental impact. We strive to make extensive use of this opportunity and thus promote the creation of an even more sustainable living environment. We always consider the safety of our customers in our products and services.

## **ACCEPTANCE AND SCOPE OF THE POLICY**

The Board of Directors, CEO and Group Management Team of YIT Corporation have approved and are responsible for the implementation of this policy.

This policy applies throughout the YIT Group, in all its functions and in all countries.

This policy is public and available for everyone to read on YIT's website.

This policy was approved by the Board of Directors of YIT Corporation on 29.04.2024 and it is effective from 1.11.2024.



# Together we can do it.

YIT Oyj  
PL 36, Panuntie 11  
00621 Helsinki  
Puh. 020 433 111  
[www.yit.fi](http://www.yit.fi)

