

	Creating sustainable, comfortable and safe urban development by utilising opportunities provided by the circular economy	Compliance with good corporate governance and preventing corruption and the grey economy	Occupational safety	Promoting the personnel's occupational well-being and competence development	Implementing responsible subcontracting and procurement	Reducing the environmental impacts of our own operations
POLICIES THAT GUIDE OUR WORK	The policy of sustainable development and the YIT Code of Conduct. We comply with the laws and regulation related to our operations.					
	<ul style="list-style-type: none"> Environmental principles 	<ul style="list-style-type: none"> Disclosure policy Data protection policy Risk management policy 	<ul style="list-style-type: none"> Occupational safety principles HR principles 	<ul style="list-style-type: none"> HR principles 	<ul style="list-style-type: none"> Environmental principles HR principles 	<ul style="list-style-type: none"> Environmental principles
OUR COMMITMENTS	<ul style="list-style-type: none"> We promote circular economy and carbon neutral construction Development of energy and material efficiency Revitalising existing urban environments 	<ul style="list-style-type: none"> YIT Code of Conduct Zero incidents (crimes and misdemeanors) 	<ul style="list-style-type: none"> The zero accidents objective of RT Occupational safety principles HR principles 	<ul style="list-style-type: none"> Support the development of personnel Monitor the well-being at work Development of work ability management HR principles Remuneration principles 	<ul style="list-style-type: none"> YIT Supplier Code of Conduct 	<ul style="list-style-type: none"> Energy inspections of the energy efficiency legislation Development of energy and material efficiency Environmentally friendly energy choices ISO 14001 is used in parts of the operations CDP reporting Environmental principles
OUR TARGETS	We set annual targets. Current targets can be found from "Targets and metrics".					
RESPONSIBILITIES AND RESOURCES	<ul style="list-style-type: none"> Group management team: strategic responsibility Urban development unit: supports business and develops projects Sustainability organisation: supports projects in circular economy Business management: operational responsibility Supporting individual projects through different Group functions such as communications, marketing, legal affairs, finance and procurement 	<ul style="list-style-type: none"> Group management team: strategic responsibility Corporate security organisation: develop, consult and monitor the corporate security Business management: operational responsibility Sustainability organisation: supports when needed Legal affairs: supports when needed 	<ul style="list-style-type: none"> Group management team: strategic responsibility Occupational safety organisation: responsibility for development and coordination Business management: operational responsibility 	<ul style="list-style-type: none"> Group management team: strategic responsibility HR: responsibility for development and coordination Superiors: responsibility for their own subordinates 	<ul style="list-style-type: none"> Group management team: strategic responsibility Procurement function: responsibility for development, coordination, and centralised procurements Business-specific procurement: responsibility for own procurements Sustainability organisation: supports when needed 	<ul style="list-style-type: none"> Group management team: strategic responsibility Business management: responsibility for implementing development plans Business development unit: responsibility for developing the operation in accordance with the targets Sustainability organisation: coordination of information collection and supporting the business
GRIEVANCE MECHANISMS	<ul style="list-style-type: none"> Annual analyses of the self-developed projects (sustainable urban development indicators) 	<ul style="list-style-type: none"> Quarterly centralised monitoring YIT Ethics Channel 	<ul style="list-style-type: none"> Monthly management team follow-up on all levels 	<ul style="list-style-type: none"> Annual personnel survey Annual performance reviews 	<ul style="list-style-type: none"> Audits 	<ul style="list-style-type: none"> Group level: annual inspection (energy consumption) Business level: monthly management team follow-up of the material topics