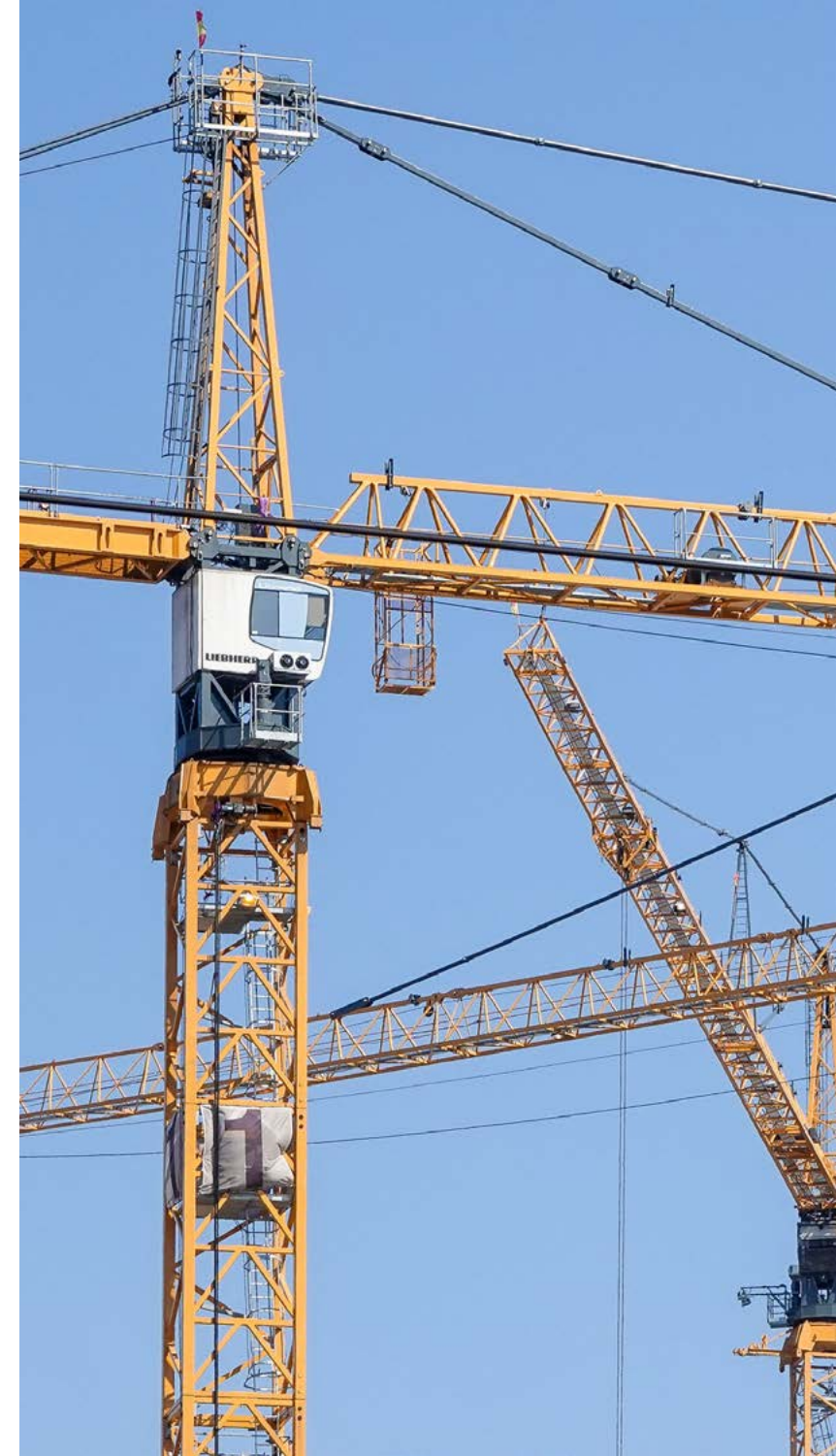


# GRI index and appendices

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# Reporting principles

In 2018 YIT's non-financial information is published as a part of the Report of the Board of Directors and the Financial Statement as well as in a separate Sustainability Review.

YIT has reported in accordance with the reporting principles of the Global Reporting Initiative (GRI) since 2013. In the reporting of 2018, we refer to the reporting principles of GRI Standard 2016 (GRI-Referenced). The materiality to YIT's operations and the availability of information have been the bases for choosing the reported subjects and indicators.

The comparison of the published content to the GRI Standard 2016 principles is done in the GRI index.

The Sustainability Review is published as a PDF file in both Finnish and English. We publish the GRI index, reporting principles, and stakeholder and management approach tables as attachments to the review.

The Sustainability Review and GRI reporting have not been confirmed by an outside party.

## REPORTING BOUNDARIES

YIT Group includes the parent company YIT Oyj and 66 subsidiaries that have been defined in the information attached to the 2018 Financial Statement.

The review covers all of YIT's operations. The reported information refers to the whole YIT Group, unless otherwise stated.

The financial information is based on the accounting and verified Financial Statement of YIT. Social metrics

have been acquired from the personnel and payroll systems. Environmental metrics are based on the information acquired from YIT's own systems and information given by service providers.

## DEFINING THE MATERIAL THEMES

The defining process of the material themes of YIT's sustainable development implemented in 2018 has been reported on page 30 of the Report of the Board of Directors and on page 6 of the Sustainability Review.

The material themes of sustainable development	Boundaries
Creating sustainable, comfortable and safe urban development by utilising opportunities provided by the circular economy	YIT, society
Compliance with good corporate governance and preventing corruption and the grey economy	YIT
Occupational safety	YIT
Promoting the personnel's occupational well-being and competence development	YIT
Implementing responsible subcontracting and procurement	YIT, subcontractors
Reducing the environmental impact of the YIT's own operations	YIT, society

The targets and indicators of the material sustainability themes are presented on the pages 8–9 of the Sustainability Review.

## **THE CALCULATION PRINCIPLES OF INDICATORS**

For non-financial information, YIT will not provide comparison figures for the previous year in this report due to the merger of YIT and Lemminkäinen in 2018. Commensurable comparison figures could not be accurately determined and calculated.

### **Use of recycled materials**

The amounts of recycled asphalt have been collected by country from the operational systems.

### **Energy consumption**

Contains both direct and indirect consumption of energy. The energy consumption data has been collected by country through a procurement organisation. The information is based on buyer data from suppliers or our own systems. Among others conversion factors published by Motiva in 2018 have been used as the conversion factors of energy units.

### **Environmental damage**

Incidents that have to be reported to the local authorities.

### **Occupational accidents**

Only YIT's own personnel has been taken into account when calculating the accident frequency. The number of accidents has been collected from the monitoring systems of the occupational safety organisation and the working hours of the personnel have been collected from the systems of the HR. The accident frequency is calculated by dividing the number of workplace accidents that caused an absence of at least one day by one million hours worked. The accident frequency is calculated as a 12-month rolling average.

### **Discrimination**

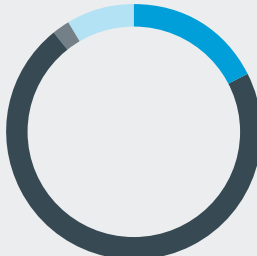
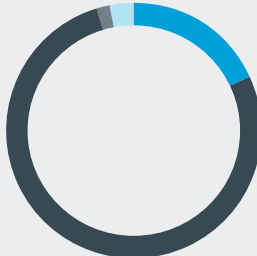
Information about cases of bullying have been acquired through YIT's personnel survey.

# GRI index

We refer to the reporting principles of GRI Standard 2016 (GRI-Referenced).

If the reporting does not fully meet the reporting requirements, the scope of reporting is reported in the Reported column.

Code	GRI content	Location	Reported ● Partly ● Fully	Additional information
<b>GRI 102: GENERAL DISCLOSURES</b>				
<b>ORGANIZATIONAL PROFILE</b>				
102-1	Name of the organization	GRI index	●	YIT Corporation
102-2	Activities, brands, products, and services	<a href="#">p. 3, 10–15</a> / YIT in brief 2018 <a href="#">p. 3</a> / Sustainability Review 2018	●	
102-3	Location of headquarters	GRI index	●	YIT's headquarters is located in Helsinki, Finland.
102-4	Location of operations	<a href="#">p. 3</a> / YIT in brief 2018 <a href="#">p. 3</a> / Sustainability Review 2018	●	
102-5	Ownership and legal form	<a href="#">p. 23–24</a> / YIT's Report of the Board of Directors and Financial Statements 2018	●	
102-6	Markets served	<a href="#">p. 3, 10–15</a> / YIT in brief 2018 <a href="#">p. 3</a> / Sustainability Review 2018	●	
102-7	Scale of the organization	<a href="#">p. 3</a> / YIT in brief 2018 <a href="#">p. 5</a> / YIT's Report of the Board of Directors and Financial Statements 2018 <a href="#">p. 3</a> / Sustainability Review 2018	●	

Code	GRI content	Location	Reported ● Partly ● Fully	Additional information
102-8	Information on employees and other workers	<a href="#">p. 3</a> / YIT in brief 2018 <a href="#">p. 3</a> / Sustainability Review 2018 GRI index	● / a, c	<p><b>Permanent and temporary employees</b></p>  <ul style="list-style-type: none"> <li>Permanent women 1,764</li> <li>Permanent men 7,146</li> <li>Temporary women 214</li> <li>Temporary men 855</li> </ul> <p><b>Full-time and part-time employees</b></p>  <ul style="list-style-type: none"> <li>Full-time women 1,803</li> <li>Full-time men 7,637</li> <li>Part-time women 168</li> <li>Part-time men 298</li> </ul>
102-9	Supply chain	GRI index	● / a	In 2018 YIT purchased services for EUR 1,765 million and materials for EUR 596 million (excl. plot investments).
102-10	Significant changes to the organization and its supply chain	<a href="#">p. 4, 9–16, 23–24</a> / YIT's Report of the Board of Directors and Financial Statements 2018	● / a-i, a-ii	
102-11	Precautionary Principle or approach	<a href="#">p. 30–31</a> / YIT's Report of the Board of Directors and Financial Statements 2018	●	
102-12	External initiatives	GRI index	●	Among others CDP, Smart & Clean foundation, climate partner of the City of Helsinki

Code	GRI content	Location	Reported ● Partly ● Fully	Additional information
102-13	Membership of associations	GRI index	●	Among others the Confederation of Finnish Construction Industries RT and associations under it, Construction Quality Association (through the membership of Confederation of Finnish Construction Industries RT), FIBS ry, Climate Leadership Coalition, Smart & Clean -foundation
<b>STRATEGY</b>				
102-14	Statement from senior decision-maker	<a href="#">p. 4–5</a> / Sustainability Review 2018	●	
<b>ETHICS AND INTEGRITY</b>				
102-16	Values, principles, standards, and norms of behavior	<a href="https://www.yitgroup.com/en/about-yit/strategy">https://www.yitgroup.com/en/about-yit/strategy</a>	●	
<b>GOVERNANCE STRUCTURE</b>				
102-18	Governance structure	<a href="#">YIT Corporation's Corporate Governance Statement for 2018</a> <a href="#">p. 29–34</a> / YIT's Report of the Board of Directors and Financial Statements 2018	●	
<b>STAKEHOLDER ENGAGEMENT</b>				
102-40	List of stakeholder groups	<a href="#">p. 13</a> / GRI index and appendices (Stakeholder table)	●	
102-41	Collective bargaining agreements	GRI index	●	In Finland 85.1% of employees are covered by collective bargaining agreements and Group-wide 47.3% of employees are covered by collective bargaining agreements.
102-42	Identifying and selecting stakeholders	<a href="#">p. 13</a> / GRI index and appendices (Stakeholder table)	●	
102-43	Approach to stakeholder engagement	<a href="#">p. 13</a> / GRI index and appendices (Stakeholder table)	●	
102-44	Key topics and concerns raised	<a href="#">p. 13</a> / GRI index and appendices (Stakeholder table)	●	
<b>REPORTING PRACTICE</b>				
102-45	Entities included in the consolidated financial statements	<a href="#">p. 105–106</a> / YIT's Report of the Board of Directors and Financial Statements 2018	●	
102-46	Defining report content and topic Boundaries	<a href="#">p. 3</a> / GRI index and appendices (Reporting principles)	●	

Code	GRI content	Location	Reported ● Partly ● Fully	Additional information
102-47	List of material topics	<a href="#">p. 7–9</a> / Sustainability Review 2018	●	
102-48	Restatements of information	GRI index	●	For non-financial information, YIT will not provide comparison figures for the previous year due to the merger of YIT and Lemminkäinen in February 1, 2018. Commensurable comparison figures could not be accurately determined and calculated.
102-49	Changes in reporting	<a href="#">p. 30</a> / YIT's Report of the Board of Directors and Financial Statements 2018 <a href="#">p. 6–7</a> / Sustainability Review 2018	●	
102-50	Reporting period	GRI index	●	The reporting period is the calendar year, January 1, 2018–December 31, 2018.
102-51	Date of most recent report	GRI index	●	The most recent previous report was published on February 22, 2018.
102-52	Reporting cycle	GRI index	●	The report is published annually.
102-53	Contact point for questions regarding the report	<a href="#">p. 31</a> / Sustainability Review 2018	●	
102-54	Claims of reporting in accordance with the GRI Standards	GRI index	●	This GRI report refers to the GRI Standards Reporting Guidelines (GRI-Referenced).
102-55	GRI content index	GRI index	●	This GRI content index has been composed referring to 2016 GRI Standards Reporting Guidelines.
102-56	External assurance	GRI index	●	The Sustainability report or GRI report have not been subject to third-party assurance.
<b>GRI 103: MANAGEMENT APPROACH</b>				
103-1	Explanation of the material topic and its Boundary	<a href="#">p. 6–7</a> / Sustainability Review 2018 <a href="#">p. 3</a> / GRI index and appendices (Reporting principles)	●	
103-2	The management approach and its components	<a href="#">p. 11</a> / GRI index and appendices (Management approach)	●	
103-3	Evaluation of the management approach	<a href="#">p. 11</a> / GRI index and appendices (Management approach)	●	



Code	GRI content	Location	Reported ● Partly ● Fully	Additional information
<b>GRI 200: ECONOMIC STANDARDS</b>				
<b>ECONOMIC PERFORMANCE</b>				
201-1	Direct economic value generated and distributed	<a href="#">p. 4, 70, 73, 87–88, 115</a> / YIT's Report of the Board of Directors and Financial Statements 2018	●	
<b>ANTI-CORRUPTION</b>				
205-1	Operations assessed for risks related to corruption	<a href="#">p. 33–34</a> / YIT's Report of the Board of Directors and Financial Statements 2018	● / a	
205-3	Confirmed incidents of corruption and actions taken	<a href="#">p. 33–34</a> / YIT's Report of the Board of Directors and Financial Statements 2018 <a href="#">p. 17</a> / Sustainability Review 2018	● / a	
<b>GRI 300: ENVIRONMENTAL STANDARDS</b>				
<b>MATERIALS</b>				
301-2	Recycled input materials used	<a href="#">p. 30</a> / YIT's Report of the Board of Directors and Financial Statements 2018 <a href="#">p. 24</a> / Sustainability Review 2018 GRI index	● / a	Paving covers 20% of YIT's operations. Recycled asphalt accounted for 15.9% of the raw material used to produce asphalt mixture.
<b>ENERGY</b>				
302-1	Energy consumption within the organization	<a href="#">p. 31</a> / YIT's Report of the Board of Directors and Financial Statements 2018 <a href="#">p. 19</a> / Sustainability Review 2018	● / e	
<b>ENVIRONMENTAL COMPLIANCE</b>				
307-1	Non-compliance with environmental laws and regulations	<a href="#">p. 30</a> / YIT's Report of the Board of Directors and Financial Statements 2018	●	
<b>GRI 400: SOCIAL STANDARDS</b>				
<b>OCCUPATIONAL HEALTH AND SAFETY</b>				
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	<a href="#">p. 31–32</a> / YIT's Report of the Board of Directors and Financial Statements 2018 <a href="#">p. 12</a> / Sustainability Review 2018	● / a, b	We report the figures without the breakdown by region and gender.

Code	GRI content	Location	Reported <input type="radio"/> Partly <input type="radio"/> Fully	Additional information
<b>NON-DISCRIMINATION</b>				
406-1	Incidents of discrimination and corrective actions taken	<a href="#">p. 32–33</a> / YIT's Report of the Board of Directors and Financial Statements 2018 GRI index	<input type="radio"/> / a	We report the bullying cases.
<b>SOCIOECONOMIC COMPLIANCE</b>				
419-1	Non-compliance with laws and regulations in the social and economic area	GRI index	<input checked="" type="radio"/>	No significant fines and sanctions for non-compliance with social or economic regulations during the period.

# This is how we manage our responsibility work

Sustainability is part of our strategy, and its various themes play a central role to our operations at all levels of the organisation. Our approach to managing the material themes of sustainable development is described in the following table.

	<b>Creating sustainable, comfortable and safe urban development by utilising opportunities provided by the circular economy</b>	<b>Compliance with good corporate governance and preventing corruption and the grey economy</b>	<b>Occupational safety</b>	<b>Promoting the personnel's occupational well-being and competence development</b>	<b>Implementing responsible subcontracting and procurement</b>	<b>Reducing the environmental impacts of our own operations</b>
<b>POLICIES THAT GUIDE OUR WORK</b>	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"> <li>· Environmental principles</li> </ul>	<ul style="list-style-type: none"> <li>· Disclosure policy</li> <li>· Data protection policy</li> <li>· Risk management policy</li> </ul>	<ul style="list-style-type: none"> <li>· Occupational safety principles</li> <li>· HR principles</li> </ul>	<ul style="list-style-type: none"> <li>· HR principles</li> </ul>	<ul style="list-style-type: none"> <li>· Environmental principles</li> <li>· HR principles</li> </ul>	<ul style="list-style-type: none"> <li>· Environmental principles</li> </ul>
<b>OUR COMMITMENTS</b>	<ul style="list-style-type: none"> <li>· We promote circular economy and carbon neutral construction</li> <li>· Development of energy and material efficiency</li> <li>· Revitalising existing urban environments</li> </ul>	<ul style="list-style-type: none"> <li>· YIT Code of Conduct</li> <li>· Zero incidents (crimes and misdemeanours)</li> </ul>	<ul style="list-style-type: none"> <li>· The zero accidents objective of RT</li> <li>· Occupational safety principles</li> <li>· HR principles</li> </ul>	<ul style="list-style-type: none"> <li>· Support the development of personnel</li> <li>· Monitor the well-being at work</li> <li>· Development of work ability management</li> <li>· HR principles</li> <li>· Remuneration principles</li> </ul>	<ul style="list-style-type: none"> <li>· YIT Supplier Code of Conduct</li> </ul>	<ul style="list-style-type: none"> <li>· Energy inspections of the energy efficiency legislation</li> <li>· Development of energy and material efficiency</li> <li>· Environmentally friendly energy choices</li> <li>· ISO 14001 is used in parts of the operations</li> <li>· CDP reporting</li> <li>· Environmental principles</li> </ul>
<b>OUR TARGETS</b>	Due to the YIT and Lemminkäinen merger, we do not have mutually set goals for sustainable development for 2018. The goals set for 2019 have been presented on page 8–9 of the Sustainability Review.					

	<b>Creating sustainable, comfortable and safe urban development by utilising opportunities provided by the circular economy</b>	<b>Compliance with good corporate governance and preventing corruption and the grey economy</b>	<b>Occupational safety</b>	<b>Promoting the personnel's occupational well-being and competence development</b>	<b>Implementing responsible subcontracting and procurement</b>	<b>Reducing the environmental impacts of our own operations</b>
<b>RESPONSIBILITIES AND RESOURCES</b>	<ul style="list-style-type: none"> <li>· Group management team: strategic responsibility</li> <li>· Urban development unit: supports business and develops projects</li> <li>· Sustainability organisation: supports projects in circular economy</li> <li>· Business management: operational responsibility</li> <li>· Supporting individual projects through different Group functions such as communications, marketing, legal affairs, finance and procurement support the projects</li> </ul>	<ul style="list-style-type: none"> <li>· Group management team: strategic responsibility</li> <li>· Corporate security organisation: develop, consult and monitor the corporate security</li> <li>· Business management: operational responsibility</li> <li>· Sustainability organisation: supports when needed</li> <li>· Legal affairs: supports when needed</li> </ul>	<ul style="list-style-type: none"> <li>· Group management team: strategic responsibility</li> <li>· Occupational safety organisation: responsibility for development and coordination</li> <li>· Business management: operational responsibility</li> </ul>	<ul style="list-style-type: none"> <li>· Group management team: strategic responsibility</li> <li>· HR: responsibility for development and coordination</li> <li>· Superiors: responsibility for their own subordinates</li> </ul>	<ul style="list-style-type: none"> <li>· Group management team: strategic responsibility</li> <li>· Procurement function: responsibility for development, coordination, and centralised procurements</li> <li>· Business-specific procurement: responsibility for own procurements</li> <li>· Sustainability organisation: supports when needed</li> </ul>	<ul style="list-style-type: none"> <li>· Group management team: strategic responsibility</li> <li>· Business management: responsibility for implementing development plans</li> <li>· Business development unit: responsibility for developing the operation in accordance with the targets</li> <li>· Sustainability organisation: coordination of information collection and supporting the business</li> </ul>
<b>GRIEVANCE MECHANISMS</b>	<ul style="list-style-type: none"> <li>· Annual analyses of the self-developed projects (sustainable urban development indicators)</li> </ul>	<ul style="list-style-type: none"> <li>· Quarterly centralised monitoring</li> <li>· YIT Ethics Channel</li> </ul>	<ul style="list-style-type: none"> <li>· Monthly management team follow-up on all levels</li> </ul>	<ul style="list-style-type: none"> <li>· Annual personnel survey</li> <li>· Annual performance reviews</li> </ul>	<ul style="list-style-type: none"> <li>· Audits</li> </ul>	<ul style="list-style-type: none"> <li>· Group level: annual inspection (energy consumption)</li> <li>· Business level: monthly management team follow-up of the material topics</li> </ul>
<b>ACTIONS IN 2018</b>	Actions supporting sustainable development implemented in 2018 have been presented on pages 12–30 of the Sustainability Review and on pages 29–34 of the Report of the Board of Directors.					
<b>HOW DID WE PERFORM?</b>	Due to the YIT and Lemminkäinen merger, we do not have mutually set goals for sustainable development for 2018. In 2018, after the merger, we created common operating models and management practices and the success of the implementation will be evaluated in 2019.					

# This is how we meet the stakeholders' expectations

Our stakeholder work is guided by the principles of good business practice of YIT Group as well as local and international commitments and laws. Our key stakeholders, their expectations, our actions and the channels of communication used are described in the following table.

Stakeholder	Expectations	How we meet expectations	Channels of communications
CUSTOMERS	<ul style="list-style-type: none"> <li>· Reliable and sustainable highquality solutions, products, and services</li> <li>· Understanding customer needs and good customer service</li> <li>· Good project management</li> <li>· Delivery reliability and transparency of operations</li> </ul>	<ul style="list-style-type: none"> <li>· Quality assurance through internal operation models and audits and also by using external certifications (e.g. CE marking)</li> <li>· Development of professional skills of our employees</li> <li>· Communications</li> </ul>	<ul style="list-style-type: none"> <li>· Personal meetings</li> <li>· Newsletters and websites</li> <li>· Marketing communications</li> <li>· Customer satisfaction surveys and feedback</li> <li>· Calls for tenders and contracts</li> <li>· Fairs and other events</li> </ul>
EMPLOYEES	<ul style="list-style-type: none"> <li>· Occupational safety and well-being</li> <li>· Motivating remuneration</li> <li>· Training and development opportunities</li> <li>· Equal treatment and openness within the organisation</li> </ul>	<ul style="list-style-type: none"> <li>· Continuous development of occupational safety</li> <li>· Developing remuneration</li> <li>· Trainings</li> <li>· Open communications</li> <li>· YIT Code of Conduct</li> </ul>	<ul style="list-style-type: none"> <li>· Everyday work and communication</li> <li>· Result and performance reviews</li> <li>· Annual personnel survey</li> <li>· Internal training programmes and orientation events</li> <li>· Personnel magazine, intranet and internal newsletters</li> </ul>
SHAREHOLDERS AND INVESTORS	<ul style="list-style-type: none"> <li>· Stable financial result</li> <li>· Open and timely information about the state of the company</li> <li>· Responsible operations</li> </ul>	<ul style="list-style-type: none"> <li>· Open communications</li> <li>· Our own shareholder, investor, and analyst meetings</li> <li>· Strategy and vision</li> </ul>	<ul style="list-style-type: none"> <li>· Shareholder, investor, and analyst meetings</li> <li>· Interim report briefings</li> <li>· Annual general meeting</li> <li>· Stock exchange and press releases</li> <li>· Investor website</li> <li>· Reporting</li> </ul>

Stakeholder	Expectations	How we meet expectations	Channels of communications
PARTNERS	<ul style="list-style-type: none"> <li>· Operational reliability and continuity of cooperation</li> <li>· Responsible operations</li> </ul>	<ul style="list-style-type: none"> <li>· Reliable cooperation</li> <li>· Supplier requirements (Supplier Code of Conduct)</li> <li>· Audits</li> </ul>	<ul style="list-style-type: none"> <li>· Meetings and direct contacts</li> <li>· Supplier audits</li> </ul>
CITIES, MUNICIPALITIES, AND PUBLIC ADMINISTRATION	<ul style="list-style-type: none"> <li>· Compliance with laws and regulations</li> <li>· Transparency of operation and minimisation of hazardous impacts</li> <li>· Employment</li> <li>· Payment of taxes</li> </ul>	<ul style="list-style-type: none"> <li>· Open and timely communications</li> <li>· Compliance with laws and regulations</li> <li>· Cooperation with authorities</li> </ul>	<ul style="list-style-type: none"> <li>· External communications</li> <li>· Reporting</li> <li>· Direct contacts</li> </ul>
CIVIL SOCIETY AND INDUSTRY ASSOCIATIONS	<ul style="list-style-type: none"> <li>· Continuous development of the industry</li> <li>· Promoting common interests</li> <li>· Construction site-specific informing for the immediate surroundings</li> </ul>	<ul style="list-style-type: none"> <li>· Active participation in the associations' work</li> <li>· Speeches in seminars and events</li> <li>· Open and timely communications for the immediate surroundings of the projects</li> </ul>	<ul style="list-style-type: none"> <li>· Seminars and events</li> <li>· External communications</li> <li>· Social media</li> <li>· Open events</li> </ul>

# Together we can do it.

**YIT CORPORATION**

P.O. Box 36 (Panuntie 11)  
00621 Helsinki, Finland

Tel. +358 20 433 111  
firstname.lastname@yit.fi



[facebook.com/  
yitsuomi](https://facebook.com/yitsuomi)



[twitter.com/  
YITGroup](https://twitter.com/YITGroup)



[linkedin.com/  
company/yit](https://linkedin.com/company/yit)