



yitgroup.com

GRI report

2019

Table of contents

Reporting principles 3

GRI index 4



Reporting principles

In 2019 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 the annual brochure YIT in brief. In addition, at YIT's sustainability website there are updated information about YIT's sustainability performance.

YIT has reported in accordance with the reporting principles of the Global Reporting Initiative (GRI) since 2013. In the reporting of 2019, 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 Report of the Board of Directors and the Financial Statement as well as the annual brochure YIT in brief are published as a PDF file in both Finnish and English. We publish the GRI index and reporting principles as attachments to the annual reporting.

The GRI reporting has 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 2019 Financial statement.

The reporting covers all 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 system. Environmental metrics are based on the information acquired from YIT's own systems and information given by service providers.

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

Defining the material themes

The defining process of the material themes of YIT's sustainable development implemented in 2018 has been reported on [page 22](#) of the Report of the Board of Directors and on YIT's sustainability website at yitgroup.com/sustainabilitymanagement.

The targets and indicators of the material sustainability themes are presented on [page 27](#) the Report of the Board of Directors and on [page 11](#) of the YIT in brief brochure.

The calculation principles of indicators

For non-financial information, the figures for 2019 include continuing operations, unless otherwise stated.

The detailed calculation principles for key indicators are described on [pages 30–34](#) of Report of the Board of Directors and Financial Statement.

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		Additional information
			Partly	Fully	
GRI 102: GENERAL DISCLOSURES					
Organizational profile					
102-1	Name of the organization		●		YIT Corporation
102-2	Activities, brands, products, and services	p. 3, 15-20 / YIT in brief 2019	●		
102-3	Location of headquarters		●		YIT's headquarters is located in Helsinki, Finland.
102-4	Location of operations	p. 3 / YIT in brief 2019	●		
102-5	Ownership and legal form	p. 16-17 / YIT's Report of the Board of Directors and Financial Statements 2019	●		
102-6	Markets served	p. 3, 15-20 / YIT in brief 2019	●		
102-7	Scale of the organization	p. 3 / YIT in brief 2019 p. 5, 7-13 / YIT's Report of the Board of Directors and Financial Statements 2019	●		
102-8	Information on employees and other workers	p. 3 / YIT in brief 2019 p. 14 / YIT's Report of the Board of Directors and Financial Statements 2019	◐		<div style="display: flex; justify-content: space-around;"> <div style="text-align: center;"> <p>Permanent and temporary employees</p> <ul style="list-style-type: none"> ● Permanent women 1,581 ● Permanent men 5,454 ● Temporary women 186 ● Temporary men 565 </div> <div style="text-align: center;"> <p>Full-time and part-time employees</p> <ul style="list-style-type: none"> ● Full-time women 1,626 ● Full-time men 5,766 ● Part-time women 141 ● Part-time men 253 </div> </div>
102-9	Supply chain	Value creation	●		
102-10	Significant changes to the organization and its supply chain	p. 4, 7-13, 16 / YIT's Report of the Board of Directors and Financial Statements 2019	◐		
102-11	Precautionary Principle or approach	p. 18-19 / YIT's Report of the Board of Directors and Financial Statements 2019	●		

Code	GRI content	Location	Reported		Additional information
			Partly	Fully	
102-12	External initiatives			●	Among others CDP, Climate Leadership Coalition, Smart & Clean foundation, climate partner of the City of Helsinki
102-13	Membership of associations			●	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
Strategy					
102-14	Statement from senior decision-maker	p. 2 / YIT in brief 2019		●	
102-15	Key impacts, risks and opportunities	p. 18–19 / YIT's Report of the Board of Directors and Financial Statements 2019 Value creation		●	
Ethics and integrity					
102-16	Values, principles, standards, and norms of behavior	Strategy		●	
Governance structure					
102-18	Governance structure	Corporate governance statement 2019 p. 22–27 / YIT's Report of the Board of Directors and Financial Statements 2019 Managing material themes		●	
102-20	Executive-level responsibility for economic, environmental, and social topics	p. 22–27 / YIT's Report of the Board of Directors and Financial Statements 2019 Managing material themes		●	
102-22	Composition of the highest governance body and its committees	Corporate governance statement 2019 Board of Directors Committees		●	
102-23	Chair of the highest governance body	Corporate governance statement 2019 Board of Directors		●	
102-24	Nominating and selecting the highest governance body	Corporate governance statement 2019 Nomination board		●	
102-26	Role of highest governance body in setting purpose, values, and strategy	Corporate governance statement 2019		●	
102-35	Remuneration policies	Corporate governance statement 2019 Remuneration statement 2019		◐	
Stakeholder engagement					
102-40	List of stakeholder groups	Collaboration in society		●	
102-41	Collective bargaining agreements	p. 24 / YIT's Report of the Board of Directors and Financial Statements 2019		●	
102-42	Identifying and selecting stakeholders	Collaboration in society		●	
102-43	Approach to stakeholder engagement	Collaboration in society		●	
102-44	Key topics and concerns raised	Collaboration in society		●	

Code	GRI content	Location	Reported		Additional information
			Partly	Fully	
Reporting practice					
102-45	Entities included in the consolidated financial statements	p. 106–107 / YIT's Report of the Board of Directors and Financial Statements 2019	●		
102-46	Defining report content and topic Boundaries	GRI index / Reporting principles	●		
102-47	List of material topics	p. 9 / YIT in brief 2019 p. 22–27 / YIT's Report of the Board of Directors and Financial Statements 2019 Material themes and materiality assessment	●		
102-48	Restatements of information		●		In 2019, the methodology for collecting energy consumption data was refined. During the refinement process, shortcomings were identified and YIT will develop its energy consumption data collection process during 2020. Source information for 2018 energy consumption was not available using the refined collection method and extent due to the merger of YIT Corporation and Lemminkäinen Corporation on February 1, 2018, and therefore the data has not been retrospectively corrected. The refinement of energy consumption data collection also has a direct link to reported CO ₂ emissions of energy consumption.
102-49	Changes in reporting	p. 4 / YIT's Report of the Board of Directors and Financial Statements 2019 GRI index / Reporting principles	●		
102-50	Reporting period		●		The reporting period is the calendar year, January 1, 2019–December 31, 2019.
102-51	Date of most recent report		●		The most recent Report of the Board of Directors and financial statement was published on February 19, 2019
102-52	Reporting cycle		●		The report is published annually.
102-53	Contact point for questions regarding the report	p. 20 / YIT in brief 2019	●		
102-54	Claims of reporting in accordance with the GRI Standards		●		This GRI report refers to the GRI Standards Reporting Guidelines (GRI-Referenced).
102-55	GRI content index		●		This GRI content index has been composed referring to 2016 GRI Standards Reporting Guidelines, unless otherwise stated.
102-56	External assurance		●		GRI report has not been subject to third-party assurance.
GRI 103: MANAGEMENT APPROACH					
103-1	Explanation of the material topic and its Boundary	p. 9 / YIT in brief p. 22–27 / YIT's Report of the Board of Directors and Financial Statements Material themes and materiality assessment Reporting principles	●		
103-2	The management approach and its components	Managing material themes	●		
103-3	Evaluation of the management approach	Managing material themes	●		

Code	GRI content	Location	Reported		Additional information
			Partly	Fully	
GRI 200: ECONOMIC STANDARDS					
Economic performance					
201-1	Direct economic value generated and distributed	Value creation p. 22, 70, 72, 90–92 / YIT's Report of the Board of Directors and Financial Statements 2019	●		
Anti-corruption					
205-1	Operations assessed for risks related to corruption	p. 24–25 / YIT's Report of the Board of Directors and Financial Statements 2019	◐		We report the number of investigations regarding potential crimes, misconduct or other deviations related to corporate security.
205-3	Confirmed incidents of corruption and actions taken	p. 26–27 / YIT's Report of the Board of Directors and Financial Statements 2019	◐		We report risk assessment for sustainable procurement and human rights analysis.
GRI 300: ENVIRONMENTAL STANDARDS					
Materials					
301-2	Recycled input materials used	p. 27 / YIT's Report of the Board of Directors and Financial Statements 2019	◐		
Energy					
302-1	Energy consumption within the organization	p. 26 / YIT's Report of the Board of Directors and Financial Statements 2019	◐		
302-3	Energy intensity	Energy consumption and intensity	◐		
Emissions					
305-1	Direct (Scope 1) GHG emissions	GHG emissions and intensity p. 26 / YIT's Report of the Board of Directors and Financial Statements 2019	◐		
305-2	Energy indirect (Scope 2) GHG emissions	GHG emissions and intensity p. 26 / YIT:n hallituksen toimintakertomus ja tilinpäätös 2019	◐		Company reports both market and location-based indicators but uses market-based approach when calculating the total emissions.
305-4	GHG emissions intensity	GHG emissions and intensity p. 26 / YIT's Report of the Board of Directors and Financial Statements 2019	●		
Waste					
306-3	Significant spills	p. 23 / YIT's Report of the Board of Directors and Financial Statements 2019	◐		
Environmental compliance					
307-1	Non-compliance with environmental laws and regulations		●		No significant fines and sanctions for non-compliance with environmental laws and regulations during the period.
Supplier environmental assessment					
308-2	Negative environmental impacts in the supply chain and actions taken	Value creation	◐		

Code	GRI content	Location	Reported		Additional information
			Partly	Fully	
GRI 400: SOCIAL STANDARDS					
Employment					
401-1	New employee hires and employee turnover	p. 26 / YIT's Report of the Board of Directors and Financial Statements 2019			We report resignation for personal reasons.
Occupational health and safety					
403-5 (2018)	Worker training on occupational health and safety	p. 23-24 / YIT's Report of the Board of Directors and Financial Statements 2019			We report occupational safety workshops.
403-9 (2018)	Work-related injuries	p. 26 / YIT's Report of the Board of Directors and Financial Statements 2019 p. 9 / YIT in brief			We report accidents of YIT's employees per one million hours worked. 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.
Training and Education					
404-2	Programs for upgrading employee skills and transition assistance programs	p. 23-24 / YIT's Report of the Board of Directors and Financial Statements 2019			We report supervisory trainings.
Non-discrimination					
406-1	Incidents of discrimination and corrective actions taken	p. 24-25 / YIT's Report of the Board of Directors and Financial Statements 2019			We report the bullying case.
Human Rights Assessment					
412-1	Operations that have been subject to human rights reviews or impact assessments	p. 24-25 / YIT's Report of the Board of Directors and Financial Statements 2019			
Socioeconomic compliance					
419-1	Non-compliance with laws and regulations in the social and economic area				No significant fines and sanctions for non-compliance with social or economic laws and regulations during the period.



YIT Oyj
PL 36 (Panuntie 11)
00621 Helsinki, Finland

Phone +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)