



Sustainability Policy



Sisältö

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1 Sustainability policy

We develop sustainable cities that take into account the needs of both people and the environment. These sustainable cities are nice places to live, public transport works well and everyday services are easily available.

Business ethics and compliance with the law are the cornerstones of our operations. We are committed to complying with corporate governance and responsible business principles. We want to ensure good business conduct throughout the supply chain and we support the development of the whole industry towards more responsible and ethical ways of working, while paying attention to the construction life cycle.

Together with YIT's employees and external stakeholders, we have recognised the most important themes of sustainability. We execute our sustainability policy, which includes our quality, environmental and work-safety policies, through our management systems, while following continuous improvement and risk management principles. We train, encourage and involve our employees and key stakeholders in the development of our ways of working.

Sustainability targets and actions are a part of our strategy, of which the Group management is responsible for. The execution of plans and the progress of targets are regularly followed and assessed in various managerial forums.

Our employees are a key factor in YIT's success. We invest in the personnel's occupational well-being and continuous skill development. We commit to respecting labour and human rights in our own operations and in our supply chain. We treat everyone fairly, respectfully and equally. At YIT, occupational safety is an essential part of our values and visible daily operations, which we strive to continuously improve. We want to offer a safe and healthy working and living environment to our personnel, partners, customers and other stakeholders.

Our target is to reduce negative impact on the environment and optimise our use of resources through circular economy, while taking into account the sustainable use of natural resources. We strive to improve our energy efficiency and we monitor and control our energy consumption.

With the help of our products and services we can also help our customers to reduce their environmental impact. We aim to use this possibility to its full potential and thus support the creation of an increasingly sustainable living environment.

We strive to ensure profitable and responsible long-term growth. In order to achieve this, we need customer-oriented development, transparency and exceptional day-to-day work. We are searching for responsible and innovative ways to improve our operational efficiency and develop our products and services. We wish to create added value for our stakeholders in a way that is beneficial for all involved.

2 **Approval and history of reviews** (since 2018)

YIT's Board of Directors has approved the policy and reviews it annually.

Date	Description	Responsible person
19.12.2018	Approval	Juha Kostiainen



Together we can do it.

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