

# Solita's environmental guideline

2022



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| <b>Title</b>   | Solita's environmental guideline |
| <b>Date</b>    | 31.1.2022                        |
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| <b>Version</b> | 1.0.                             |
| <b>Status</b>  | The official version             |



# Purpose and scope

Solita and Solitans are all about creating impact that lasts for a better tomorrow. We and the technology industry have an important and growing role in building a more sustainable future for our planet.

Climate change is one of the biggest global challenges. The ICT industry and its electricity consumption cause carbon emissions, and digital technologies provide possibilities to accelerate decarbonisation or increase carbon emissions, depending on how they are used. It's our responsibility to start tackling climate change through our daily decisions and building the world into a place we all want to live in.

In this guideline, Solita/our/we/Company refer to Solita Holding Oy (hereinafter Solita) and all its subsidiaries. The purpose of the guideline is to outline Solita's approach and commitment to environmental sustainability and to raise employees' awareness of environmentally friendly ways of working by giving additional guidance. This guideline is complemented by Solita's Code of Conduct and Solita's Sustainability Journey.

The guideline is global and covers all Solita's legal entities. It applies to all employees and directors of Solita and its subsidiaries (hereinafter employees). We'll also strive to promote the guideline with our partners, customers and other parties we work with.

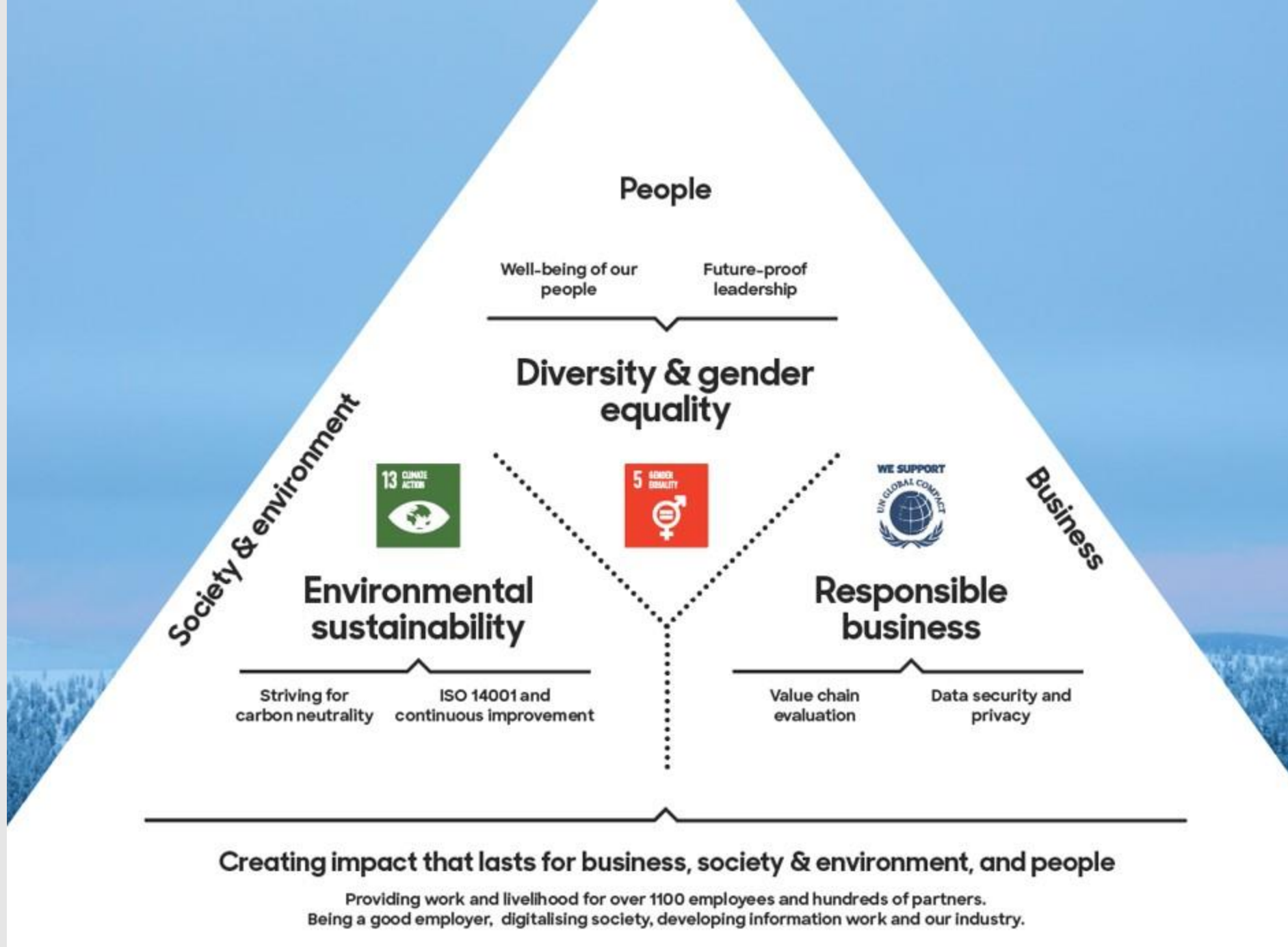
If you have any questions or concerns about the guideline, you can contact us or send an email to [sustainability@solita.fi](mailto:sustainability@solita.fi).

***Join us in creating impact that lasts and building a world we all want to live in!***

Ossi Lindroos  
President & CEO

Saana Nurminen  
General Counsel

Esa Rauhala  
Development Director



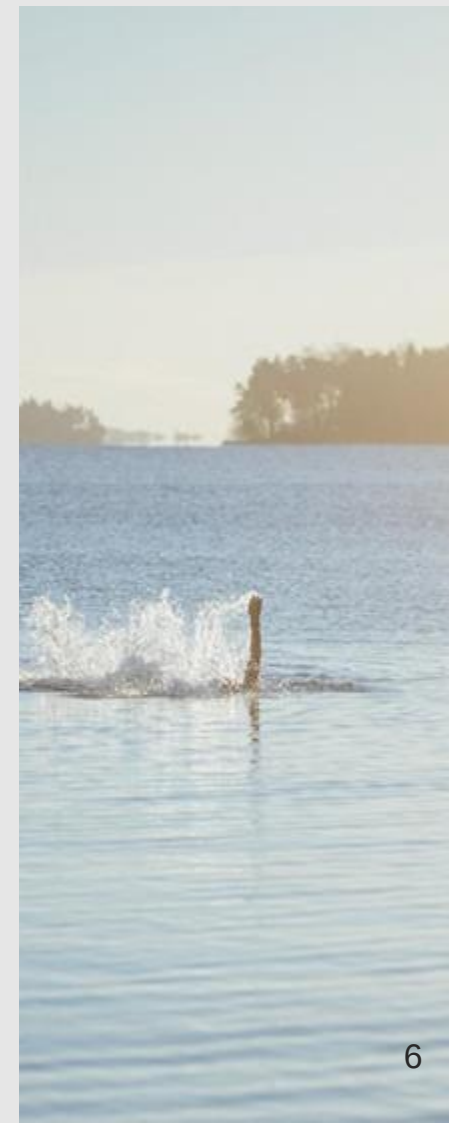
# Our compliance obligations and commitments

To promote environmental sustainability, we've made the following commitments:

- **We commit to protecting the environment and promoting environmental sustainability in our operations and in our value chain.**
- **We are committed to continual improvement of our environmental work** and to taking accountability for the effectiveness of the environmental management system. As proof of this, we are aiming for ISO 14001 certification during 2022.
- **We'll continue increasing awareness among our employees about environmental sustainability topics** to support our environmental objectives and reduce the carbon footprint of Solitans.
- **We'll decrease our carbon footprint and become carbon neutral** to help fight climate change. We're committed to the science-based emissions reduction in line with a 1.5°C pathway. To become carbon neutral, we're committed to compensating for the emissions we are not able to avoid from 2023 onwards.
- **We commit to fulfill our compliance obligations determined in the environmental guideline and required by law\*.** We're committed to running our operations in accordance with them, evaluate the fulfilment, and correct any nonconformities.
- \* See the legal requirements in the Appendix



**From commitments  
to concrete actions  
and guidelines –  
our environmental  
objectives**







# Setting the scene

As a service-oriented company without production facilities, company-owned vehicles or own office properties, **we don't have direct emissions**. Our environmental burden consists of the GHG emissions caused indirectly by us and in the value chain through the utilities, goods and services we buy and through the digital services we build for our customers.

**We have the potential to reduce our environmental footprint.** We can do it by e.g. making environmentally-conscious decisions regarding business travel, making environmentally sustainable choices when buying services and goods from suppliers, and educating our employees on environmental sustainability and actions everyone can do to minimize our environmental impact. **We can also increase our handprint by helping customers reduce their footprint.** That's where the real impact comes from.

On the next page you can find our environmental objectives as well as concrete guidelines and actions that help you - depending on your role - and Solita as a company become environmentally sustainable.



# Our environmental objectives

- 1. We'll increase awareness about our environmental footprint**
- 2. We'll reduce our environmental footprint**
- 3. We'll help our customers become environmentally sustainable**
- 4. We'll foster environmental sustainability of our value chain**
- 5. We'll compensate for the emissions we cannot avoid**





## OBJECTIVE 1:

# **We'll increase awareness about our environmental footprint**

- We'll start calculating and following our environmental footprint on a yearly basis. We do this by compiling a greenhouse gas (GHG) inventory based on the Greenhouse Gas Protocol (GHP), after which we can set science-based emission reduction targets. We'll make the results visible for employees in our intranet.
- We'll increase the awareness of our employees about environmental sustainability by communication, training and guidelines.



## OBJECTIVE 2:

# We'll reduce our environmental footprint (1/2)

### **We travel only when it's necessary.**

- We understand that there are situations in which face-to-face interaction is usually the best and most effective way to work or needed to get insight. These situations include, for example, kick-offs for new projects, customer interviews or workshops and induction of new Solita employees. In any other situations, like regular internal meetings, travelling can be easily replaced by different remote options. Please see our travel guidelines for more detailed instructions.
- Whenever travelling is required, we prefer public transport. We encourage people to use trains over flying, but we also understand that long distances might cause a need for flying. We discourage the use of personal vehicles for business travel. Please see our travel guidelines for more detailed instructions.
- We accept remote working options, which decreases the need to travel.
- We encourage and support employees to use public transport or bicycles when they commute to the offices. Also walking is encouraged - it's good for you and the environment.
- Also, customers are becoming more willing to accept remote meetings and we encourage them to use that option. We are also considering adding travel fees to our new contracts if customers require us to travel (e.g. a flat fee per travel per employee regardless of travel method, time spent etc.)



# Travel or not to travel?

In most situations, it's difficult to set clear guidelines or rules on when it's good to travel. There are different situations and different aspects that affect. You could consider following topics and their importance and relevance when making the decision:

- Customer requirements
- Time consumption
- Your own health and well-being
- Cooperation
- Interaction
- Relationship building
- Communication
- Flexibility and smoothness
- Networking
- Traveling costs
- Impact on environment

What do I get if I travel? What are the benefits?

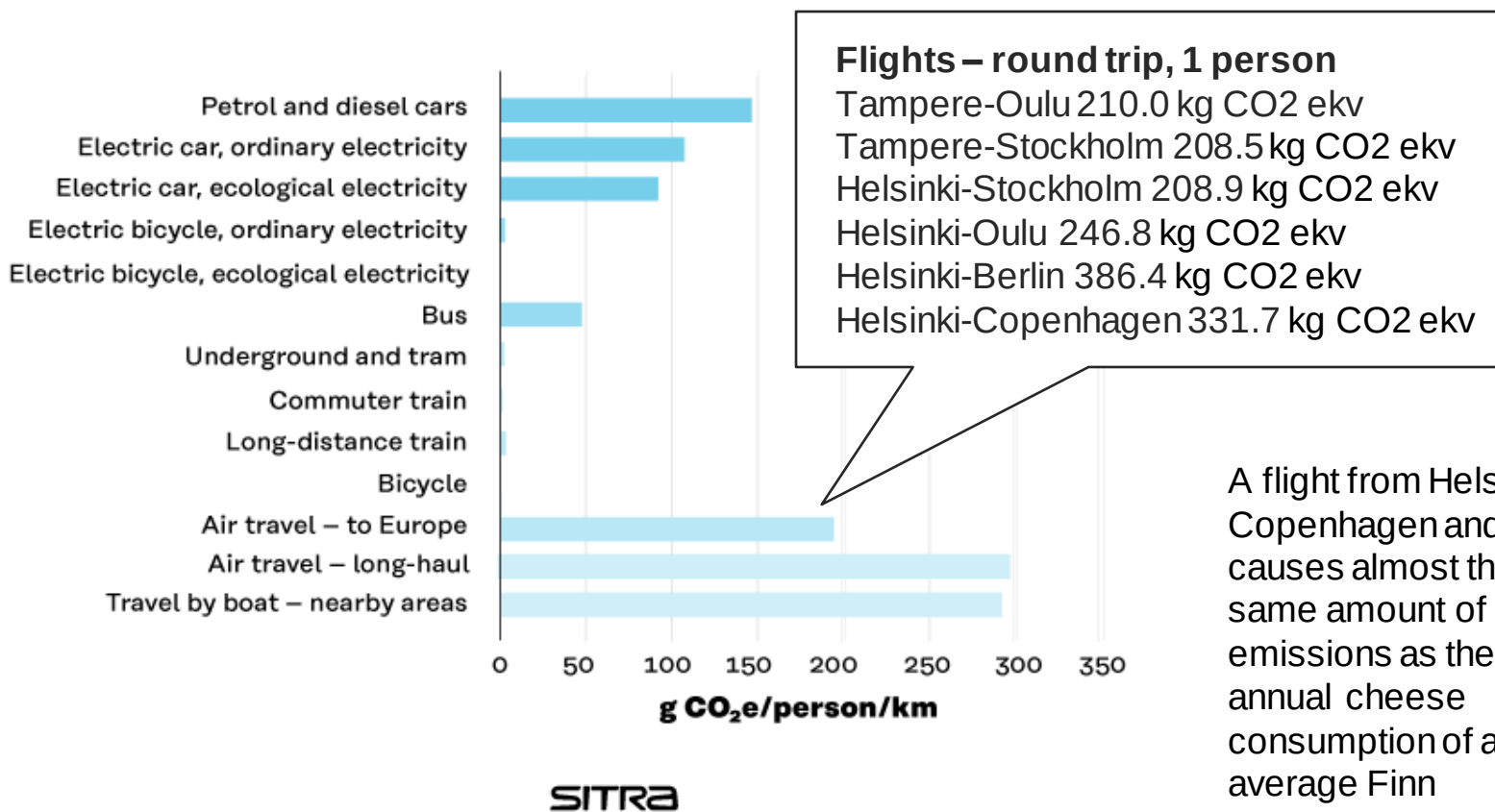
What kind of compromises do I have to make?

What do I lose if I travel? What are the cons?

**What makes sense this time?**

# Travel or not to travel?

## CARBON FOOTPRINTS OF MODES OF TRANSPORT



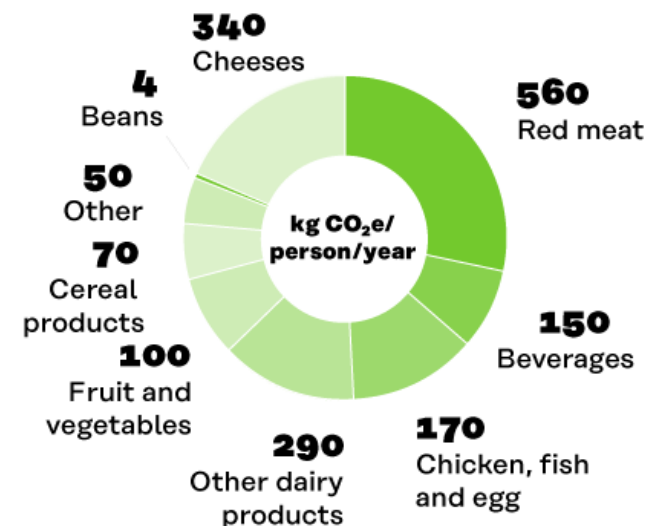
A flight from Helsinki to Copenhagen and back causes almost the same amount of emissions as the annual cheese consumption of an average Finn

**98%**

Less CO<sub>2</sub> emissions every time you choose a train instead of a private car.  
(source: VR)

CARBON FOOTPRINT OF THE AVERAGE FINN

### FOOD





## OBJECTIVE 2:

# We'll reduce our environmental footprint (2/2)

### We make environmentally-conscious decisions.

- We use resources wisely and based on real needs.
- We make recycling possible in all offices and recycle waste in the offices in a proper manner according to local opportunities and following local regulations.
- When we buy goods and services, we choose environmentally friendly options, when possible and reasonable.
- We switch off equipment and lights that we don't use.
- We decrease the availability of meat dishes at company events and prefer local food and beverages.
- If available in the local market, we purchase electricity through energy attribute certificates which verify that electricity was generated and fed to the grid **from renewable sources with zero emissions** at the point of generation.
- When we choose new office locations or upgrade our existing offices, we consider environmental aspects when we make decisions between different options (e.g. accessibility through public transport and energy efficiency of the building).





## OBJECTIVE 3:

# We'll help our customers become environmentally sustainable

### We continuously seek opportunities to increase our handprint

- We help our customers become environmentally sustainable through the services we build. Data plays a crucial role and can be used to optimise existing processes or create entirely new services. We can build digital, data-driven solutions that help customers and society improve their resource efficiency and productivity.
- When we design and build digital services for our customers, we take sustainability into consideration from a life cycle perspective of the service, including both the project itself as well as the use of the service. This influences e.g. ways of working in the project (remote, hybrid, onsite), as well as architectural, design and technological choices we make. The target is to minimise the required electricity without compromising other important aspects, e.g. customer value, user experience, information security or data privacy.
- When we use data centers from global public cloud providers, we choose data centers that have a cleaner grid than others, if that is possible considering other customer requirements.
- We develop and enhance our sustainability-focused offering and help our customers become environmentally sustainable.



#### OBJECTIVE 4:

## **We'll foster environmental sustainability of our value chain**

- We take environmental sustainability into account as a criterion, when choosing the customers and partners we work with.
- We encourage our partners to promote environmental sustainability through our Partner Code of Conduct.
- We actively participate in general discussion about sustainability, and share our knowledge, learnings and best practices within the industry.



## OBJECTIVE 5:

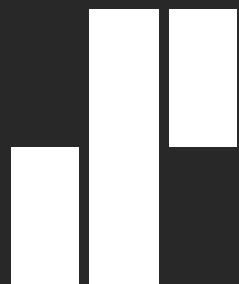
# **We'll compensate for the emissions we cannot avoid**

- We're aware that there are emissions we cannot avoid. Therefore, we'll compensate for such emissions by choosing a compensation method that should meet the following criteria: additionality, permanence, verifiability, transparency, and take into consideration other impacts, such as impacts on human rights or biodiversity.
- We recognize that the compensation scheme, related research, and different compensation options evolve continuously, and will regularly re-evaluate the method.



# Help us improve!

- Let us know if you notice something that should be fixed or improved or is not aligned with the guideline. Please contact the sustainability team by sending an email to [sustainability@solita.fi](mailto:sustainability@solita.fi), or report the deviations [here](#).
- We are also eager to hear any other ideas which would help us decrease our footprint and increase our handprint. Please let us know 😊
- In this way, you can help us achieve our sustainable development goals and build an environmentally sustainable workplace.



# Appendix

Legal requirements related to environmental sustainability

# Country-specific legal requirements (1/3)

## FINLAND

### Waste legislation

- Legislation on environmental protection // Ympäristönsuojelulaki
- General waste legislation
  - Waste Act (646/2011) // Jätelaki
  - Waste Decree (179/2012) // Valtioneuvoston asetus jätteistä
- Municipal waste management regulations
  - Helsinki
  - Tampere
  - Oulu
  - Lahti
  - Turku

## SWEDEN

- The Swedish Environmental Code
- See also: <https://www.naturvardsverket.se/om-oss/publikationer/6700/swedish-environmental-law/>
- Municipal waste management regulations:
  - Stockholm
  - Gothenburg

## ESTONIA

- Waste Act // Jäätmeseadus
- More information: <https://envir.ee/en/waste-emissions-circular-economy/waste>
- Municipal waste regulations
  - Tallin



# Country-specific legal requirements (2/3)

## GERMANY

- Environmental regulatory framework
- Regulatory regime for waste
  - Waste control, disposal and management under the Closed Cycle Management Act Kreislaufwirtschaftsgesetz (KrWG)
  - Disposal of used batteries and end-of-life electronic and electrical devices is governed by the Batteriegesetz (BatterieG) and Elektro- und Elektronikgerätegesetz (ElektroG)
  - More information: <https://www.umweltbundesamt.de/en/topics/waste-resources/waste-management/waste-regulations>
- Municipal waste regulations:
  - Berlin
  - Munich

## DENMARK

- The Environmental Protection Act (EPA) is the main environmental law
- The Danish Environmental Protection Agency (EPA) guidelines regarding waste: <https://eng.mst.dk/air-noise-waste/waste/>
- Other information: [www.retsinformation.dk](http://www.retsinformation.dk)

# Country-specific legal requirements (3/3)

## BELGIUM

- Environmental regulatory framework
- The main legislation at regional level includes the:
  - Flemish Integrated Permit Statute, dated 25 April 2014, and its implementing decrees.
  - Walloon Environmental Permit Statute, dated 11 March 1999, and its implementing decrees.
  - Brussels Environmental Permit Statute, dated 5 June 1997, and its implementing decrees.
- Each of the three regions (Flemish, Walloon and Brussels Metropolitan) has copied the waste definitions in the Waste Framework Directive (2008/98/EC) (WFD). The regions also regulate certain special types of waste in line with the WFD sister directives (the Waste Electrical and Electronic Equipment Directive (2012/19/EU) (WEEE Directive), End-of-Life Vehicles Directive (2000/53/EC) (ELV Directive), Batteries Directive (2006/66/EC) and Packaging Directive (94/62/EC)).
  - [https://uk.practicallaw.thomsonreuters.com/2-503-5135?transitionType=Default&contextData=\(sc.Default\)&firstPage=true#co\\_anchor\\_a769647](https://uk.practicallaw.thomsonreuters.com/2-503-5135?transitionType=Default&contextData=(sc.Default)&firstPage=true#co_anchor_a769647)
- Municipal waste management regulation
  - Leuven

