

The VTT logo consists of the letters 'VTT' in a bold, white, sans-serif font, centered within a solid black square. The background of the slide is a complex geometric pattern of overlapping triangles in shades of blue, orange, grey, and white, creating a textured, quilt-like appearance.

VTT

VTT's sustainability programme 2021–2025 Goals 2023

19/01/2023 VTT – beyond the obvious

VTT's sustainability priorities

Thriving professionals

We treasure safety, wellbeing, diversity and fair treatment of our brilliant minds.

Empowered customers

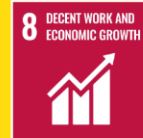
We help our customers to unleash superior performance and productivity that lead to sustainable growth.

Resilient society

We solve the world's biggest challenges through innovations, research and co-operation.

Sustainable foundation

Our impeccable ethical principles and environmental performance form a solid basis for our research and business.



Strengthening ethical capabilities and acting responsibly is also one of the year's main objectives of VTT.

Our goal for 2023:

Toward a carbon neutral VTT by 2030, uncompromising ethics and responsible supply chains

We will sharpen our travel policy and improve monitoring of the use of energy in our buildings. We will enhance the understanding of all of our personnel on good scientific practice. We will evaluate and prioritise our procurements on a risk basis.

- Our travel guidelines contain concrete principles and vigorous recommendations on responsible work-based travel.
- When we know better what activities in our buildings consume energy, we will be able to implement a concrete plan for cutting energy consumption and to give VTTers instructions on how to reduce energy consumption in all VTT buildings.
- We make sure that all researchers and a necessary portion of the rest of personnel have studied the online research ethics course. Targeted briefings will be arranged for the others.
- We will define what responsible supply chains mean for us. We will also define the risk factors and the process. We will also clarify what sustainability data to gather on supply chains.

In addition:

**Biodiversity and the
management and transparency
of sustainability**

We evaluate how VTT affects biodiversity, we define the responsibilities of sustainability management and we will continue to prepare for the EU's renewal of corporate social responsibility reporting.

- With the help of a cooperation project we will examine VTT's impact on biodiversity.
- Managing sustainability topics is compatible with the EU's ESRS standards: We refine our sustainability management model and clearly name the persons in charge and the fora.
- We set goals for the significant topics of sustainability according to ESRS standards and we are ready to respond to the data collection of the EU Corporate Sustainability Reporting Directive in late 2023.

In an expert organisation, we need to take extra care of our employees.

Our goal for 2023:

The wellbeing and diversity, equity and inclusion (DEI) of personnel and improving safety culture

We boost the ability of line managers to support the wellbeing and working ability of the team while enhancing general understanding of DEI matters and the importance of day-to-day safety.

- Line managers are committed to setting an example in culture work and each team examines our hybrid work model. We come to the office more often to reinforce sense of community, collaboration and wellbeing.
- For those who already work at us we create coaching in multiculturalism and for our international staff we offer coaching in Finnish culture. Teams are still offered DEI workshops and researchers take DEI into account in research: we will continue to hold workshops on ethics, occupational safety and DEI.
- The teams go through the guidelines on “Harassment and inappropriate treatment - Handling and responsibilities”. We are enacting a new channel for reporting cases of harassment and are speeding up the processing of the cases.
- Top management will undergo an occupational safety card training and we continue to work to encourage the full staff to report safety incidents. We are updating the “Safety & security at VTT” online course and everyone will study it.

Applied research is always conducted for the customer.

Our goal for 2023:

Responsible customer choices

We select our customers carefully and responsibly.

We make sure that our desire for responsible customer selection guides our operative activities.

- We define a risk-based customer process for each field and each country
- It includes more detailed collection of data, decision-making, defining triggers and escalation

All research at VTT takes place in projects.

Our goal for 2023:

Our research choices produce solutions to advance UN Sustainable Development Goals (SDG)

We create procedures and tools to ensure the responsibility of the impact of our projects, including the evaluations of projects' carbon handprint, SDG impact evaluations and Know Your Customer (KYC) review as part of the sales process.

- First, we examine what needs exist for the operating model. We already get some data for the linkages of our projects to different SDGs. Then we combine needs from different sources, produce an implementation plan and pilot.
- We also complete an evaluation model for compatibility with the EU taxonomy, if the evaluation extends to the project level.