

Sustainability data and tables 2023



Sustainability data and tables

	2023	2022	2021	2020	2019
Environmental sustainability					
The use of energy and emissions (main countries of operation: Finland, Poland, Russia , Ukraine, Sweden and Denmark)					
Purchased energy ¹ , Mwh	1030.0	1494.74	1172.0	768.5	1093
tCO ₂	162.7	246.77	340.1	215.8	306.9
Social sustainability					
LTIF and sick leaves					
LTIF ²	0	0	0	0	4
TRIF ³	2.2	1.7	0	0	
Sick leaves, % ⁴	1.0	1.4	1.2	1.2	1.4
Number of personnel by geographical area (December 31)					
Finland	48	52	50	49	52
Scandinavia	43	48	38	37	24
Baltic countries	40	52	54	34	36
Russia, other CIS countries and Ukraine	54	114	155	140	162
Other countries	32	27	24	25	25

	2023	2022	2021	2020	2019
Number of personnel by category (December 31)					
Office staff	161	234	265	233	250
Supervisors	43	47	26	25	19
Management	6	5	24	20	24
Non-office staff	7	7	6	7	6
Number of personnel by contract type (December 31)					
Full-time contract	214	287	315	278	293
Part-time contract	3	6	6	7	6
Gender distribution (December 31)					
Women	102	148	154	149	166
Men	115	145	116	114	131

¹ Purchased energy mainly measured, if not possible to measure the figures are estimated.

² Lost-time injury frequency (LTIF) is presented per 1 000 000 working hours. All injuries that lead to absence at least one full day.

³ Injury frequency is presented per 1 000 000 working hours.

TRIF = All injuries that require medical treatment and/or alternative work

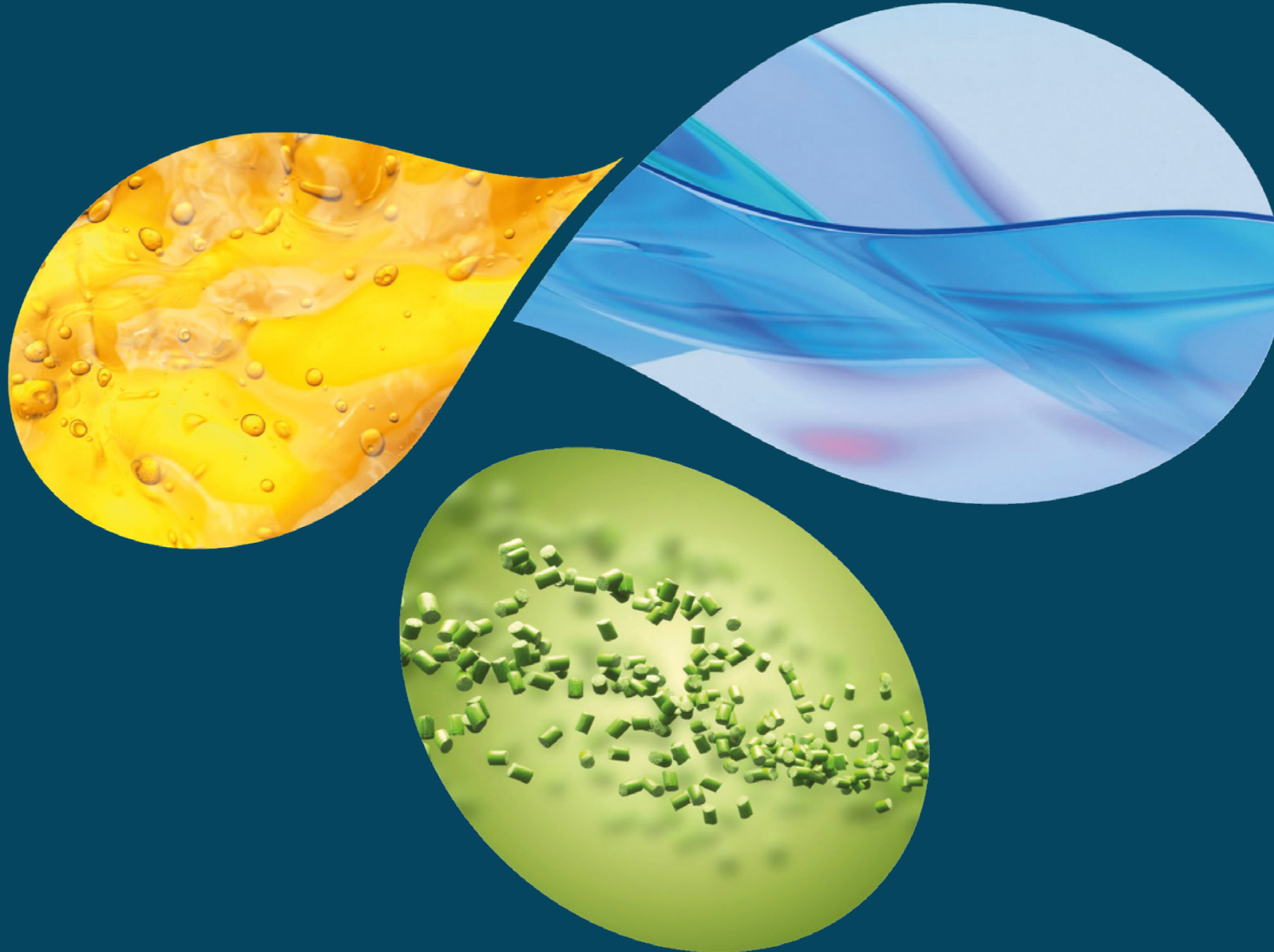
⁴ The sick-leave absence ratio is calculated: (sick days/total workdays)*100.

	2023	2022	2021	2020	2019
Age distribution (December 31)					
> 24	0	1	3	3	8
25–39	69	106	144	131	140
40–54	110	137	131	116	117
55 <	38	49	43	35	34
Employee satisfaction index (1–5)					
Business segment	-	-	-	4.02	3.94
My own unit	-	-	-	4.22	4.08
My work	-	-	-	4.23	4.19
My superior	-	-	-	4.15	4.10
Other employee figures					
Average age of employees	43	41	41	42	41
Employee turnover rate	23.9	21	17	8	20
Total amount of personnel	217	293	321	285	299

Employee engagement survey indices (scale 0–100)				
	2023	2022	2021	Global general norm
Commitment Index	81.7	82.4	84.14	76.6
Leadership Index	82.2	83.3	80.40	72.7
Performance Index	77	77.7	79.58	68.7
Engagement Index	83.1	85	85.90	78.7
People Power® Index	80.8	81.8	82.20	73.8
Rating	AA+	AA+	AAA	
Response rate	93.9%	89.1%	84%	

Code of conduct and compliance training			
	2023	2022	2021
Compliance	218	293	278
%	100	100	92.7
Code of conduct	218	293	275
%	100	100	91.7
Persons	218	293	300

Our EcoVadis development from 2020 to 2022				
Assessed area	2023	2022	2021	2020
Medal	Silver	Gold	Silver	Silver
Total score	69	67	59	55
Environment	80	70	50	50
Labour & Human rights	70	70	70	60
Ethics	70	70	60	60
Sustainable procurement	60	60	50	50



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