

VTT Group

Corporate social responsibility reporting 2016

This material references partly to Global Reporting Initiative GRI Standard 2016, disclosures included are listed in this table, see 102-47

28th of April 2017

1 (4)

No.	Point	Included in report	Link or explanation
102	Organisational profile		AR = Annual Report 2016, CoC = Code of Conduct, MA = Management approach -annex
102-1	Name of the organisation	yes	AR 48
102-2	Activities, brands, products and services	yes	Research results, AR 12-29 Descriptions of subsidiaries, AR 32-33
102-3	Location of headquarters	yes	http://www.vttresearch.com/contact-info
102-4	Location of operations	yes	http://www.vttresearch.com/contact-info
102-5	Ownership and legal form	yes	CoC 6
102-6	Markets served	yes	AR 45
102-7	Scale of the organisation	yes	AR 44-45
102-8	Information of employees and other workers	yes	http://www.vtt.fi/files/gri/Total_number_of_employees_by_employment_contract.pdf http://www.vtt.fi/files/gri/Total_number_of_employees_by_employment_type.pdf
102-9	Supply chain	yes, partly	MA https://annualreport2016.hansel.fi/gri/structure-of-the-corporate-responsibility-report/
102-10	Significant changes to the organization and its supply chain	yes	No major changes. VTT Expert Services Oy acquired utility vehicle measurement and testing business from National resources institute Finland (Luke), AR 33
102-11	Precautionary Principle or approach	yes	The State owned bodies are following the precautionary approach although it is not any more mentioned.
102-12	External initiatives	yes	CoC 6
102-13	Membership of associations	yes	Because of corporatization VTT Oy has joined to Palta ry.
102-14	Statement from senior decision-maker	yes	AR 3
102-16	Values, principles, standards, and norms of behavior	yes	CoC 3-6
102-18	Governance structure	yes	http://www.vttresearch.com/Pages/Tax-footprint,-management-and-control.aspx The administration code of Finnish listed companies http://cgfinland.fi/files/2015/10/hallinnointikoodi2015finweb1.pdf VTT's Board has audit and remuneration committees.

102-40	List of stakeholder groups	yes	http://www.vtt.fi/files/gri/Stakeholders_en.pdf
102-41	Collective bargaining agreements	yes	Essentially 100%, only top management is outside collective bargaining agreements.
102-42	Identifying and selecting stakeholders	non-conformity	http://www.vtt.fi/files/gri/Stakeholders_en.pdf
102-43	Approach to stakeholder engagement	non-conformity	http://www.vtt.fi/files/gri/Stakeholders_en.pdf
102-44	Key topics and concerns raised	non-conformity	http://www.vtt.fi/files/gri/Stakeholders_en.pdf
102-45	Entities included in the consolidated financial statements	yes	http://www.vtt.fi/Documents/vtt_tietoa_meista/esittelymateriaalit/vtt_katsaus/VTT_tilinp%c3%a4%c3%a4t%c3%b6s_ja_toimintakertomus_2016.pdf
102-46	Defining report content and topic Boundaries	yes	MA Government ownership steering requires government-owned companies to submit reports in a specific format http://vnk.fi/omo/omistajapolitiikka-ja-ohjaus1
102-47	List of material topics	yes	201-1, 201-4, 203-1, 301-1, 302-1, 303-1, 305-2, 305-3, 305-5, 306-1, 306-2, 306-3, 306-4, 307-1, 401-1. 403-1, 403-2, 404-1, 405-1, 406-1, 409-1, 415-1, 416-1
102-48	Restatements of information	yes	No major changes. VTT Expert Services Oy acquired utility vehicle measurement and testing business from National resources institute Finland (Luke), AR 33
102-49	Changes in reporting	yes	Previous report was based on GRI G3
102-50	Reporting period	yes	Calendar year 2016
102-51	Date of most recent report	yes	18 th March 2016
102-52	Reporting cycle	yes	Annually, typically on March/April
102-53	Contact point for questions regarding the report	yes	info@vtt.fi
102-54	Claims of reporting in accordance with the GRI Standards	non-conformity	This material references partly to Global Reporting Initiative GRI Standard 2016. The scope is 'Core'-option, however not all criteria are met. Those have been marked in this table as 'non-conformity'.
102-55	GRI content index	yes	This table
102-56	External assurance	no	There are identified non-conformities, no external assurance is used. Situation will be reconsidered each year.
200	Management approach		MA 1, 2
201-1	Direct economic value generated and distributed	yes	AR 44-45
201-4	Financial assistance received from government	yes	AR 44
203-1	Infrastructure investments and services supported	yes	http://www.vtt.fi/Documents/vtt_tietoa_meista/esittelymateriaalit/vtt_katsaus/VTT_tilinp%c3%a4%c3%a4t%c3%b6s_ja_toimintakertomus_2016.pdf
300	Management approach		MA 1, 2-3
301-1	Materials used by weight or volume		www.vtt.fi/files/gri/amount_of_printings.pdf www.vtt.fi/files/gri/consumption_of_paper_reams.pdf www.vtt.fi/files/gri/destruction_of_white_paper.pdf

302-1	Energy consumption within the organization	yes partly	www.vtt.fi/files/gri/consumption_of_electricity.pdf www.vtt.fi/files/gri/consumption_of_heat.pdf
303-1	Water withdrawal by source	yes	www.vtt.fi/files/gri/consumption_of_water.pdf
305-2	Energy indirect (Scope 2) GHG emissions	yes, partly	www.vtt.fi/files/gri/amount_of_CO2.pdf
305-3	Other indirect (Scope 3) GHG emissions	yes, partly	www.vtt.fi/files/gri/amount_of_CO2.pdf
305-5	Reduction of GHG emissions	yes	VTT purchased CO ₂ -emission allowances from the European emission trading scheme corresponding the amount of VTT's car fleet CO ₂ -emission - 86 tonnes (2015), calculated based on car fleet's specific emission and kilometres driven. This amount has been eliminated from the quota.
306-1	Water discharge by quality and destination	yes	No direct discharges into water. All waste water is conveyed through the sewer system to the municipal waste water treatment plants. An obligation to monitor the quality of water pursuant to environmental permits is in force for Kivimiehentie 4 site in Espoo. An obligation to monitor the quality of water, pursuant to a permit for conveying waste water to the sewer system, is in force for Kaitoväylä 1, Oulu (21 May 2012)
306-2	Waste by type and disposal method	yes, partly	www.vtt.fi/files/gri/amount_of_waste.pdf
306-3	Significant spills	yes	No significant spills. Earlier (2011) spill follow-up control proceeding into the phase where sample frequency is reduced to two times per year.
306-4	Transport of hazardous waste	yes	www.vtt.fi/files/gri/amount_of_waste.pdf Hazardous waste to Ekokem by road (ADR) No hazardous waste exported nor imported. No hazardous waste treated. No hazardous waste shipped internationally.
307-1	Non-compliance with environmental laws and regulations	yes	No compliance breaches has been identified.
400	Management approach		MA 1, 3-4
401-1	New employee hires and employee turnover	yes, partly	http://www.vtt.fi/files/gri/Total_number_of_employees_hires_and_resignes.pdf (no screening by region)
403-1	Workers representation in formal joint management–worker health and safety committees	yes	100 % represented formal joint management–worker health and safety committees
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	yes, partly	http://www.vtt.fi/files/gri/HR_management_risks.pdf http://www.vtt.fi/files/gri/accident_frequency_and_seriousness.pdf (no screening by gender)
404-1	Average hours of training per year per employee	yes, partly	http://www.vtt.fi/files/gri/training.pdf (Education and training costs)
405-1	Diversity of governance bodies and employees	yes, partly	http://www.vtt.fi/files/gri/age_structure_and_gender_distribution.pdf In VTT's Board there are three women and four men.
406-1	Incidents of discrimination and corrective actions taken	yes	No discrimination cases identified.
408-1	Operations and suppliers at significant risk for incidents of child labor	yes, partly	MA 4
415-1	Political contributions	yes	No contributions has been rendered

416-1	Assessment of the health and safety impacts of product and service categories	yes, partly	Research concerning health technology and foodstuff, AR 16-25