

Sustainability Report - 2024

Tapahumantekijät Oy

Good Travel Seal Level 2 & 3

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Reporting context

We are a full-service event agency.

Tapahtumantekijät translates directly into Event makers.

We plan, produce, and direct well-designed and effective events.

Events that move, touch, affect, and activate – creating change.

We engage your target audience and deliver your message through events.

We create multi-channeled marketing and communications campaigns, focusing on encounters. A true magical encounter is the core, the essence, upon which all else is built.

Our services include concept planning, strategic planning, creative design, event production, event directing, conference management, and framework agreements.

General information

This report presents the results of applying the Good Travel Seal Assessment & Reporting system to the business Tapahtumantekijät Oy.

The Green Destinations Solutions for Businesses issues this Report with an overview of criteria scores and suggestions for further improvement. For successful applicants, specific ratings will be published on our websites. No public reference will be made about unsuccessful applications.

Introduction

Responsible, Helper, Result Maker, Pathfinder - These are the values that guide the activities of Tapahtumantekijät, which we now also put into words.

We always bear our responsibility, and often beyond our own plot. Responsibility extends beyond the projects to the surrounding world as well - environmental responsibility as well as social and financial responsibility guide all our activities.

We chose to participate in the Good Travel Seal responsibility program because of its internationality, transparency, and reliability. Although we do not operate in the tourism industry, our work also involves, for example, the organisation of international congresses and other events, which also strongly involve travel. The Good Travel Seal certificate helps us show our sustainability work in a reliable and fully transparent way.

Mission statement & policy

Mission statement

At Tapahtumantekijät, we recognise the urgent need to prioritise sustainability in all aspects of our operations. As an event management agency and professional congress organiser (PCO) based in Helsinki, Finland, we are committed to minimising our environmental impact, fostering social responsibility, and promoting economic viability. Our sustainability policy outlines our dedication to these principles and guides our actions toward a more sustainable future.

Our sustainability policy is in line with the ISO 20121 standard, which is a tool for sustainable event management. The standard contributes to eleven of seventeen of the United Nation's Sustainable Development Goals. Additionally, our company complies with the Finnish Law that concludes among other things legislation on safeguarding of biodiversity and natural habitats, labor conditions, and regulations on economic activities, as well as health and safety regulations.

Policy

1. Environmental Sustainability

Reducing Carbon Footprint: We pledge to minimize carbon emissions associated with our operations by implementing measures such as utilizing renewable energy sources, optimizing transportation routes, and choosing suppliers and partners who take environmental sustainability into consideration. We also encourage our customers to make environmentally friendly choices.

Waste Reduction: We aim to minimize waste generation at our events by prioritising reusable and recyclable materials and sharing and circular economy in event planning and operations. Additionally, we work with suppliers and partners who share our commitment to waste reduction and responsible waste management practices. We also recycle our waste and aim to reduce waste generation at our office.

Energy Efficiency: We strive to enhance energy efficiency in our office spaces and event venues by prioritising venues and technologies that use renewable energy sources and are energy-efficient and by promoting awareness among our staff and clients.

2. Social Responsibility

Community Engagement: We are dedicated to actively engaging with the local community in Helsinki, and other areas where we organise events, through suppliers, partnerships, sponsorships, and volunteer initiatives. By establishing long-term relationships with local organisations and companies, we aim to contribute positively to the social fabric of our city and other cities where we organise events.

Diversity and Inclusion: We are committed to fostering a diverse and inclusive workplace culture where all employees are treated with respect and dignity. We will actively promote diversity and inclusion in our hiring

practices, training programs, and internal policies. Additionally, diversity and inclusion are considered at all our events, working with our customers, and in the choice of socially responsible suppliers. Diversity is taken into consideration in event programs whenever possible.

Fair Labor Practices: We prioritise suppliers and partners who adhere to fair labor practices and uphold the rights of workers throughout our supply chain. This includes but is not limited to, paying fair wages, providing safe working conditions, and respecting the principles of non-discrimination and equal opportunity. Internally, our personnel are treated equally in terms of benefits and obligations. This includes an appropriate salary, paid annual holidays, occupational health care services, and fair employment contracts and recruitment processes.

3. Economic Viability

Long-term Sustainability: We recognise that economic viability is essential for the long-term success of our business. Therefore, we will continue to manage our economy with extra care and transparency that contributes to the financial health and resilience of our company.

Innovation and Adaptation: We will embrace innovation and adaptability to remain competitive in a rapidly changing business landscape. This includes exploring new technologies, business models, and market opportunities that align with our sustainability goals.

Transparency and Accountability: We are committed to transparent reporting on our sustainability performance and progress toward our goals. We will regularly review and assess our practices, identify areas for improvement, and hold ourselves accountable for our actions.

4. Continuous Improvement

Setting Targets and Monitoring Progress: We will set measurable targets for key sustainability indicators and regularly monitor our progress toward achieving these targets. This will enable us to track our performance, identify trends, and make informed decisions to drive continuous improvement.

Employee Education and Engagement: We will provide ongoing education and training to our employees to raise awareness of sustainability issues and empower them to contribute to our sustainability efforts. We will also encourage active participation and collaboration among employees to generate innovative ideas and solutions.

Stakeholder Collaboration: We recognise that achieving sustainability requires collaboration with stakeholders across our value chain, including clients, suppliers, partners, and the community. Therefore, we will seek opportunities to collaborate with stakeholders to address shared challenges and create positive impact together.

Conclusion

At Tapahtumantekijät, we are committed to integrating sustainability into every aspect of our business operations. By prioritising environmental responsibility, social equity, and economic viability, we strive to create value not only for our clients and stakeholders but also for future generations. Through continuous improvement and collaboration, we aim to lead by example and inspire others to join us on the journey toward a more sustainable future.

Assessment overview

Main theme	Criteria	Completed
0. Characteristics	1	1
1. Food & Products	7	7
2. Caring For People	18	18
3. Good employment	8	8
4. Caring for Climate	11	11
5. Reducing Waste	6	6
6. Caring for Water	5	5
7. Reducing Pollution	3	3
8. Caring for Nature	7	7
9. Caring for Culture	4	4
10. Management & Information	7	7





Detailed overview

0. Characteristics

1

Type of business

1



Action			Details
0.1. Additional criteria selection Select your type of business to include the relevant additional criteria. Select the LEVEL 3 option if you have registered for certification with the full GSTC-I Criteria.			

1. Food & Products

7

Food & Products

7

Action			Details
<p>1.1. Responsible offer When purchasing and offering goods and services, the organization gives priority to local, eco-friendly and fair trade suppliers whenever these are available and of sufficient quality. (B3)</p>			<p>When making purchases for the company office or any events that we organise, the company priorities products and suppliers that are economically, socially, and environmentally friendly. We also choose partners based on their sustainability awareness and consideration. Additionally, we recommend sustainable alternatives for our customers.</p> <p>Examples: We priorities responsible venues when organising events. Examples on sustainable event venues in Helsinki that we frequently use, and which have invested in environmental sustainability already for a long time are the Finlandia Hall, Scandic Hotels, Sokos Hotels, Strawberry Hotels, Messukeskus Helsinki, Helsinki Music Centre, NoHo Partners and Helsinki Congress Paasitorni. All venues are easily reachable by public transportation and have reduced their energy and water consumption as well as waste caused by consumables. We ensure the responsibility of our partners by checking their sustainability and responsibility certificates and plans as well as discussing the matter with them prior to planning events together.</p> <p>Links:</p> <p>Finlandia Hall: https://www.finlandiatalo.fi/en/responsibility/ Scandic Hotels: https://www.scandichotels.com/explore-scandic/sustainability Sokos Hotels: https://www.sokoshotels.fi/en/most-sustainable-hotel-chain Strawberry Hotels: https://www.strawberryhotels.com/social-responsibility/ Messukeskus Helsinki: https://www.messukeskus.com/en/about-us/sustainable-activities/ Helsinki Music Centre (in Finnish): https://musiikkitalo.fi/musiikkitalossa-tehdaan-toita-energiakustannusten-pienentamiseksi Helsinki Congress Paasitorni: https://www.paasitorni.fi/en/about-us/quality-and-responsibility/ NoHo Partners: https://www.noho.fi/en/sustainability/</p>

<p>1.2. Environmentally preferable purchasing Purchasing policies favour environmentally sustainable suppliers and products, including capital goods, food, beverages, building materials and consumables. (D1.1)</p>	<p>✓</p>	<p>✓</p>	<p>We choose sustainable products that are environmentally friendly.</p> <p>Example: We have ordered pull-ups and other promotional materials for our customers from Happyeco, a Finnish company that produces its products from renewable and recyclable wood-based cell board. The products are long-lasting and lightweight, which make them easy to transport and reuse. We use logistics companies Bring and Asappi, who use electric cars, biogas, or biodiesel for fuel. We ensure the responsibility of our partners by checking their sustainability and responsibility certificates and plans as well as discussing the matter with them prior to ordering their services/products.</p> <p>Links:</p> <p>Happyeco: https://www.happyeco.com/article/save-nature Asappi (in Finnish): https://asappi.com/asappi/ Bring: https://www.bring.com/ecommerce/sustainable-logistics</p>
<p>1.3. Efficient purchasing Carefully manages the purchasing of consumable and disposable goods, including food, in order to minimise waste. (D1.2)</p>	<p>✓</p>	<p>✓</p>	<p>At events we try to minimise the waste caused by consumable and disposable goods. We minimise food waste by sending out reminders to participants to cancel their participation if they encounter obstacles for attending. We also calculate a no-show percentage for each event based on previous events and order less food to minimise the food waste.</p> <p>We collect lanyards and badge holders after every event and reuse them for future events. The badges used at our events are made of recyclable paper, which we recycle after each event. Event program leaflets are usually digital, and we recommend the usage of event apps instead of paper programs and leaflets. Event signs are also made of recyclable paper and sign holders are usually reusable and are provided by the event venue or rented from a supplier.</p> <p>Flowers used for event decorations are provided by the venue or ordered from flower suppliers who prioritise locally cultivated, seasonal, and ethically produced flowers. If we order the flowers ourselves, we donate them to an elderly care facility or other charitable cause after the event.</p>

<p>1.4. Responsible food on offer</p> <p>Offers vegetarian, vegan, gluten-free, dairy-free and other special dietary options upon request.</p>	✓	✓	<p>We offer food that suits every employee, participant and performer at our events. We ask for special diets and allergies in the registration form and provide the venue or caterer with the information before the event.</p> <p>Examples: We check WWF's lists of responsible/sustainable food options.</p> <p>Link (in Finnish): https://wwf.fi/ruoka/ruuan-ymparistovaikutukset/</p>
<p>1.5. Info on responsible food</p> <p>Communicates which F&B options are local and which are Fairtrade, vegetarian, vegan, or organic.</p>	✓	✓	<p>We communicate information about responsible and sustainable food and beverage options on the menu whenever our suppliers can provide this information.</p> <p>Examples: Seated dinners often include menu stories, which are presented on menu cards. The stories tell about the origin and the responsibility of the food and beverages.</p> <p>At some events, the host — or sometimes even the chef of the venue — comes on stage to present the menu and discuss the responsibility of the food.</p>
<p>1.6. Reducing meat consumption</p> <p>Takes initiative to reduce the offer/purchase of meat products and offers no products from endangered fish, seafood or other species.</p>	✓	✓	<p>Many of our suppliers offer sustainable proteins and meat-free options. We encourage our customers to choose sustainable and meatless menu options.</p> <p>Example: We offer our clients responsible food choices, such as providing only vegetarian food or including a vegetarian option for all participants at the events. This reduces meat consumption and contributes to a more sustainable event.</p>
<p>1.7. Local art & craftwork</p> <p>Local art/craft is reflected in design and furnishings.</p>	✓	—	<p>Furnishing and design pieces created specifically for one of our events are produced by local sustainable suppliers.</p>

Examples: Branded pull ups, speaker booths and registration desks have been ordered from Happyeco, a Finnish company.



Link: Happyeco: <https://www.happyeco.com/article/save-nature>

2. Caring For People

18

Social wellbeing



9

Action			Details
<p>2.1. Legal compliance Is in compliance with all applicable local, national and international legislation and regulations including, among others, health, safety, labour and environmental aspects. (A2)</p>	✓	✓	<p>We comply with national and international legislation and regulation that are relevant for our business. We also ensure that our suppliers comply with these rules and laws.</p>
<p>2.2. Responsible social contribution Actively supports initiatives for local infrastructure and social community development. Examples of initiatives include education, training, health and sanitation, and projects which address the impacts of climate change. (B1)</p>	✓	✓	<p>We offer internships for students in the field.</p> <p>Example: We have offered people with disabilities opportunities to gain experience from the events industry by working at one of our events. This was done in collaboration with the Live Foundation.</p> <p>We collaborate in various industry networks and associations. We are members of different organisations and collaborate with different stakeholders in our field to improve responsibility and sustainability. Here are some of our collaboration partners: Visit Finland, Sustainable Travel Finland, Finland Convention Bureau, Congress Network Finland, Helsinki Convention Bureau/Helsinki Partners, Helsinki City's Helsingin tekijät network, Congress Colleagues network, and Tapahtumateollisuus ry.</p> <p>Links:</p> <p>Live Foundation: https://www.livesaatio.fi/en/live-in-brief Visit Finland: https://www.visitfinland.com/en/ Sustainable Travel Finland: https://www.visitfinland.fi/en/liiketoiminnan-kehittaminen/vastuullinen-matkailu/sustainable-travel-finland Helsinki Convention Bureau/Helsinki Partners: https://www.helsinkipartners.com/ Tapahtumateollisuus ry: https://tapahtumateollisuus.fi/in-english/</p>

<p>2.3. Community services Activities do not jeopardize the provision of basic services, such as food, water, energy, healthcare or sanitation, to neighbouring communities. (B8)</p>	✓	✓	<p>Most of our events are organised in bigger cities and common event venues. Our events do not jeopardise the resources of local residents. If we organise an event outside of established event venues, we always send our plan regarding the infrastructure and resources needed for the event to be approved by the relevant authority.</p>
<p>2.4. Local livelihoods Activities do not adversely affect local access to livelihoods, including land and aquatic resource use, rights-of-way, transport and housing. (B9)</p>	✓	✓	<p>Our activities do not negatively affect local access to livelihoods.</p>
<p>2.5. Involuntary resettlement Acquisition and expansion of the property has not lead, nor is leading to, the involuntary resettlement of residents. (A8)</p>	✓	✓	<p>We are not involved in conducting any expansion or construction work.</p>
<p>2.6. Local ownership The owner is a local resident actively participating in the business.</p>	✓	—	<p>The owners of our company are local residents and are actively participating in the business. Local owners benefit our business because they are more aware of the local conditions and more flexible in decision-making. Their interest is to expand the business locally as well as following the national regulation and laws.</p>
<p>2.7. Local entrepreneurs Supports local entrepreneurs in the development and sale of sustainable products and services that are based on the area's nature, history, and culture. (B4)</p>	✓	—	<p>We collaborate closely with our core suppliers and help them develop their sustainable services and products to better suite our customers' needs.</p> <p>Example: We organise events at venues in Helsinki and other cities in Finland that are culturally or architecturally important to the area, such as the modernist work Finlandia Hall by the worlds famous Alvar Aalto and the musically significant Helsinki Music Center, which is one of the most important buildings of the 21st century.</p>
<p>2.8. Destination engagement Is involved with sustainable tourism planning and management in the</p>	✓	✓	<p>We are members of different organisations and collaborate with different stakeholders in our destination to improve sustainable tourism and destination management. Collaborating with the</p>



<p>destination, where such opportunities exist. (A10)</p>		<p>different partners helps us be more aware of latest developments in the industry as well as provides us with new business opportunities. They also offer us tools for our sustainability work. Because of these networks we have published our sustainability policy on our website and our have started our journey towards sustainability certificates.</p> <p>Here are some of our collaboration partners: Visit Finland, Sustainable Travel Finland, Finland Convention Bureau, Congress Network Finland, Helsinki Convention Bureau/Helsinki Partners, Helsinki City's Helsingin tekijät network, Congress Collagues network, and Tapahtumateollisuus ry.</p> <p>Links:</p> <p>Live Foundation: https://www.livesaatio.fi/en/live-in-brief Visit Finland: https://www.visitfinland.com/en/ Sustainable Travel Finland: https://www.visitfinland.fi/en/liiketoiminnan-kehittaminen/vastuullinen-matkailu/sustainable-travel-finland Helsinki Convention Bureau/Helsinki Partners: https://www.helsinkipartners.com/ Tapahtumateollisuus ry: https://tapahtumateollisuus.fi/in-english/</p>
<p>2.9. Local student internships Offers internships to local students.</p>	<p>✓</p>	<p>— We offer internships for students in the field.</p> <p>Example: We have offered people with disabilities opportunities to gain experience from the events industry by working at one of our events. This was done in collaboration with Live Foundation.</p> <p>Link: Live Foundation: https://www.livesaatio.fi/en/live-in-brief</p>

Health & safety

Action			Details
<p>2.10. Ensure health & safety Never causing health or safety hazards. Any risk factors are identified and addressed.</p>	✓	✓	<p>We follow national health and safety legislations. The Finnish law requires that all employees are provided with occupational health care as well as that the working environment is safe and suitable for the work that is done there. We always ensure that the working conditions for our own employees at the office and at other working locations are healthy and safe as well as manage the health and safety at the events that we organise.</p> <p>We have a trained health and safety representative and their deputy representative amongst our employees who oversees that the working conditions at our office and our events are healthy and safe. We always check that the event venue has an up-to-date health and safety plan. If the event is organised at a location that does not have a health and safety plan or the event contains elements that are not mentioned in the plan, we produce a specific plan for the event.</p> <p>References: tyosuojelu.fi</p>
<p>2.11. Safe location Location and immediate surroundings are safe, e.g. with security guards, security cameras, surveillance, or locks.</p>	✓	—	<p>The event venues are guarded by security companies. We follow local security guidelines and provide events with the needed security personnel, plans, and procedures.</p>
<p>2.12. Emergency protocols Emergency procedure is established regarding e.g. first aid, safety training, and emergency exits.</p>	✓	—	<p>We ensure that our office and the event location have an emergency procedure and familiarise ourselves with it. If any structural changes are made at the event location, we update the emergency protocol accordingly and ensure that the emergency equipment, such as emergency exit signs, is located properly. When required, we do a safety walk together with the chief of security personnel before the event.</p>
<p>2.13. Virus-awareness Implements all legally required measures against virus transmission (Virus-Aware Seal can be obtained upon separate check).</p>	✓	—	<p>We implement all legally required measures against virus transmission at events and at our office. Our employees have the opportunity to work from home if needed.</p>

Accessibility

5

Action			Details
<p>2.14. Access for all Provides access and information for persons with special needs, where appropriate. (A7.4)</p>	✓	✓	<p>Our company takes accessibility into consideration when choosing event locations. We also provide information about access and accessibility of the event location already in the initial invitation to the event. The participants have an opportunity to provide information about their allergies, special diets and other special needs on the registration form. Our office is accessible. The employer has a legal obligation to make any necessary adjustments for employees with disabilities to ensure accessibility in the workplace.</p> <p>Reference: tyosuojelu.fi</p>
<p>2.15. No discrimination Welcomes all guests without discrimination by gender, race, religion, disability or in other ways.</p>	✓	✓	<p>Our company does not allow any type of discrimination at any of our events nor in the office. Sometimes our customer have their own discrimination contact person whom participants can contact if they encounter any form of discrimination or harassment. Discrimination, harassment or bad behaviour at the office should be discussed with the person involved, with the management or with the occupational health care services.</p>
<p>2.16. Transport Seeks to reduce transportation requirements and actively encourages the use of cleaner and more resource efficient alternatives by customers, employees, suppliers and in its own operations (e.g. by informing about the availability of local public transportation). (D2.2)</p>	✓	✓	<p>We recognise that transportation is one of the major polluters in the event industry, which is why we recommend event venues to our clients that are located centrally and easily reachable by public transportation. Most of our events are organised in the Helsinki City Center. There are limited parking spaces, and it is also slow to get there by car. Therefore, we encourage event participants to arrive by public transportation and provide them with instructions if they are not from the capital region. Most of our events are organised as hybrid events, which also reduces the emissions caused by transportation to event venues.</p> <p>Our office is also situated in Helsinki City Center and easily reachable by public transportation, which most of our employees use to travel to work.</p>









<p>2.17. Info on accessibility Clear and accurate information is provided on the level of accessibility.</p>	<p>✓</p>	<p>✓</p>	<p>Our company provides clear and accurate information about accessibility in the event communication and registration form. We use the accessibility information of the venues, but if you can't find it on their website, we will ask them for it.</p> <p>Example links:</p> <p>Finlandia Hall: https://www.finlandiatalo.fi/en/finlandia-hall/accessibility/ Messukeskus Helsinki: https://www.messukeskus.com/en/for-visitors/services/#parking</p>
<p>2.18. Property rights & access Acquisition of land and water rights and of property is legal and complies with local communal and indigenous rights, including their free, prior and informed consent. User and access rights for key resources, including land and water, are documented where applicable. (A8)</p>	<p>✓</p>	<p>✓</p>	<p>The only indigenous people in the European Union area are the Sami people. Their home region is in the northern parts of Finland, Sweden, and Norway. Most of our events are organised in Helsinki and the southern parts of Finland and therefore we do not violate any of the Sami peoples' rights.</p> <p>Our company does not prevent anyone from accessing land, water or property that is granted to them by local laws or guidelines. In Finland we have the legal concept of Everyman's Right that gives residents and visitors the right to roam in the nature regardless of who owns the land or water. In national parks and nature reserves additional requirements can be in place.</p> <p>Reference: https://ihmisoikeudet.net/ihmisoikeudet/alkuperaiskansojen-oikeudet/, https://www.nationalparks.fi/everymansright</p>

3. Good employment

8

Good employment

8

Action			Details
<p>3.1. Human respect</p> <p>Has implemented a policy against commercial, sexual, or any other form of harassment or deprivation of human rights. (B5)</p>			<p>Our company has a policy against harassment and unprofessional behaviour of any kind at work that all employees must sign and follow. The policy encourages employees to engage in direct and respectful communication in both professional or personal matters while avoiding any indirect communication or other inappropriate behaviour.</p> <div data-bbox="1032 624 1081 699">  </div> <p>IMG_0291_edit.png</p> <div data-bbox="1032 703 1081 778">  </div> <p>IMG_0292_edit.png</p>
<p>3.2. Decent work</p> <p>Labour rights are respected, a safe and secure working environment is provided and employees are paid at least a living wage. (B7)</p>			<p>Our company follows the Finnish law and regulations regarding employment, occupational safety and health, as well as minimum wages. According to the Finnish law, every employee must have an employment contract with the employer that includes the terms and conditions of employment as stated in the law. Although there is no specific law on minimum wages in Finland, but the employer is bound by the applicable collective agreements. The employer is legally responsible for providing employees with a safe and healthy working environment and occupational health care.</p> <p>Our company takes great care in recruiting employees who not only possess the necessary education and work experience but also shares the same values. The onboarding of new employees is carefully planned and executed. The company has an occupational safety and health representative and deputy who monitors the safety and health of the workplace and reports any shortcomings to the management. The company also offers employees recreational activities that strengthen the work wellbeing and sense of community in the workplace.</p>

			<p>The priorities of the management are to give every employee the opportunity to thrive at work by identifying and removing any obstacles for success. The work remains meaningful and fulfilling and the work wellbeing is improved when the employees feel like they succeed at their work and have opportunities to enhance their skills through training.</p> <p>References: tyosuojelu.fi, Employment Contract Act (55/2001), internal onboarding documents</p>
<p>3.3. Local employment Local residents are given equal opportunities for employment and advancement, including in management positions. (B2)</p>	✓	✓	<p>Most of the company employees are local residents. The applicants are not discriminated against in recruitment processes, and everyone is treated equally regardless of background or personal attributes. All employees have equal opportunities for advancement in the company. The company priorities local companies and suppliers in the supply chain and in the operations. Good, safe and healthy working conditions are ensured for all employees at events.</p>
<p>3.4. Equal opportunity Offers employment opportunities, including in management positions, without discrimination by gender, race, religion, disability or in other ways. (B6)</p>	✓	✓	<p>Our company provides equal opportunities to all employees regarding the recruitment process, salaries, workload, training programs, and compensation for males and females. The company also provides equal opportunities for promotions and equal pay based on skills, education, experience, and responsibilities. The employer has legal obligations towards persons with disabilities, so that they can get employment and do their job equally with other employees. The right to take leave for family reasons, such as pregnancy, childbirth or care for small children or a child falling ill, is provided by Finnish law. The law also allows for leave for other family-related reasons and study leave.</p> <p>References: tyosuojelu.fi</p>
<p>3.5. Training Employees are offered regular training, experience and opportunities for advancement. (B7)</p>	✓	✓	<p>The company offers internal training on a regular basis for all employees according to their job descriptions and knowledge. The company also encourages employees to participate in external training during working hours to gain knowledge and learn new skills.</p> <p>Examples of training that employees have received include Event software (Lyyti) training, CRM platform (HubSpot) training, Privacy Policy training, The Occupational Safety Card training, and Red Cross first aid training.</p>



<p>3.6. Employee insurance Employee contracts show support for health care and social security.</p>	✓	—	<p>Employers are obligated to provide an accident insurance for all employees offer occupational health care. The employer also must provide safe and healthy working conditions.</p> <p>References: Employment Accidents Insurance Act</p>
<p>3.7. Employee well-being Focuses on ways to prevent physical and mental strain for employees by including complaint management systems. Employees have regular breaks and do not work excessive hours.</p>	✓	—	<p>Our company strives to prevent excessive physical and mental strain for employees, for example through the company discrimination policy, occupational health care, providing the employees with a safe and healthy working environment, and through recreational activities that improve the work community. The maximum working hours, overtime, breaks and rest between shifts are defined in the Finnish law.</p> <p>References: Working Hours Act 605/1996</p> <p>Examples: Our company offers an extensive occupational health care services at a private medical and healthcare service provider. Our company offers the employees monthly lunch or culture/sport benefit according to the employee's own choice.</p>
<p>3.8. Employee engagement Employees are engaged with development and implementation of the sustainability management system and receive periodic guidance and training regarding their roles and responsibilities in its delivery. (A4)</p>	✓	✓	<p>Our company encourages the employees to engage in the development and implementation of the sustainability management system through informal and formal discussions about the importance of sustainability. While company management holds primary responsibility for the system's development and implementation, employees with knowledge and interest also participate in the company's sustainability efforts.</p>

4. Caring for Climate

11

Energy & climate

11

Action			Details
<p>4.1. Climate-friendly</p> <p>Minimises energy consumption and does not waste energy. (D1.3)</p>	✓	✓	<p>Our company is committed to a sustainable consumption of natural resources and reducing the carbon footprint. We select event venues and suppliers that prioritise sustainability. At our office we choose energy efficient lighting and electrical equipment to minimise the energy consumption as well as switch of lights and electrical equipment whenever we do not use it.</p>
<p>4.2. Energy consumption</p> <p>Energy consumption is measured by type and steps are taken to minimize overall consumption. (D1.3)</p>	✓	✓	<p>The largest portion of energy consumption in our industry is caused by events. Therefore, we choose our suppliers and partners based on their sustainability measures. Some venues can measure the energy consumption on an event-by-event basis, while others offer even more specific energy use areas. Based on this information they can reduce the energy consumption. We are beginning to measure the carbon footprint of events based on various options chosen. By informing customers of the climate impact of these choices, we can guide them towards more climate-friendly options.</p>
<p>4.3. Greenhouse gas emissions</p> <p>Significant greenhouse gas emissions from all sources controlled by the organization are identified, calculated where possible and procedures implemented to avoid or to minimize them. Effective compensation of the organization's remaining emissions is encouraged. (D2.1)</p>	✓	✓	<p>We can measure the carbon footprint of our operations. Waste at the company office is recycled including biowaste, paper, cardboard, plastic, glass, metal, beverages containers, batteries, and other electronic or hazardous waste. We also favour reusable materials and renting furniture and other needed accessories for events. We choose suppliers who take sustainability into consideration. Whenever possible, we encourage the usage of public transportation and carpooling for employees and event participants.</p> <p>Our office building uses district heating, which is a heating system that reduces greenhouse gas emissions and is listed on the Project Drawdown's list of climate solutions to reach drawdown.</p>

		<p>Our company office uses partly green energy.</p> <p>Example: We have used emission measuring tools provided by our customer at certain events.</p> <p>Links:</p> <p>drawdown.org https://www.visitfinland.fi/liiketoiminnan-kehittaminen/vastuullinen-matkailu/matkailualan-hiilijalanjalkilaskuri-hiilikuri</p>	
<p>4.4. Renewable energy Makes efforts to increase its use of renewable energy. (D1.3)</p>	✓	✓	<p>Our company uses partly renewable energy. Many of our regular event venues uses renewable energy. We prioritise venues that consider sustainability.</p>
<p>4.5. Energy saving practices Implements equipment and practices that minimise energy use.</p>	✓	✓	<p>At our office, we choose energy-efficient lighting and electrical equipment to minimise energy consumption, and we turn off lights and equipment when they are not in use. We encourage our partners and suppliers to minimise energy consumption.</p>
<p>4.6. Heating & A/C Prevents unnecessary use of outdoor heating or air conditioning.</p>	✓	✓	<p>We do not use outdoor heating or unnecessary air conditioning at our office or at our events.</p>
<p>4.7. Renewable energy producer Produces its own renewable energy (solar, wind, bio) or applies solar water heaters.</p>	✓	—	<p>We do not produce our own energy. Some of the event venues where we organise events use renewable energy and/or produces their own energy, for example, through solar panels.</p>
<p>4.8. Electric cars</p>	✓	—	<p>Most of our staff use public transportation to commute. Our company also offers remote work</p>



<p>Only uses fully electric cars, powered by renewable energy.</p>			<p>options, reducing pollution caused by travel. When we travel to events, we priorities public transportation and primarily carpool using electric vehicles. We also favour suppliers who use electric cars for transportation.</p>
<p>4.9. Crypto-currencies No usage of crypto-currency transactions because of their high energy use.</p>	✓	—	<p>Our company do not use or accept crypto-currency transactions in our business activities. We also do not partner with suppliers who uses crypto-currencies.</p>
<p>4.10. Net Zero Confirms actual current carbon footprint, a net zero reduction plan and is able to achieve and demonstrate Net Zero to the company's stakeholder through a Net Zero certificate from an independent certification or assurance report.</p>	✓	—	<p>Our company can measure our events emissions, which will help us to offer events that reduce the carbon footprint. Our aim is to reduce the carbon footprint of the events we organise by informing our clients about the emissions and how to make sustainable choices. Our goal is for our company to be carbon neutral by the end of 2030, aligning with the EU's net zero target.</p>
<p>4.11. Climate adaptation Measures are implemented to combat the expected impacts of the climate emergency and to enhance climate resilience and adaptation, in a socially and environmentally friendly way.</p>	✓	✓	<p>Our destination has taken actions for climate adaption. Finland is a country with varying weather conditions and its infrastructure is built for cold winters, heavy snow, and potential flooding from rain or melting snow. Due to climate change, the sea levels are rising, rainfall is becoming heavier, and heatwaves have increased. To mitigate these effects and adapt to climate change, green infrastructures are prioritised in city planning to aid stormwater absorption and provide heat protection. Another key measure is preparing social and health services for climate-related risks and informing residents about how to prepare for new challenges.</p> <p>References: hsy.fi</p>


5. Reducing Waste

6

Waste

6

Action			Details
<p>5.1. Minimising disposables Prevents the use of single-use disposables (especially plastic) and offers reusable alternatives instead (e.g. cutlery).</p>	✓	✓	<p>Our company discourages the use of disposable items at our office and events. We also avoid providing bottled water, as the tap water in Finland is of very high quality and safe to drink almost everywhere in the country. Tap water is offered at our events and consumed at our office. We also provide information about the events and the program electronically to reduce paper waste.</p>
<p>5.2. Waste reduction Waste, including food waste, is measured and mechanisms are in place to reduce waste. (D2.4)</p>	✓	✓	<p>We do not measure our waste at our office, although some of the event venues we use do measure theirs. All waste at our office and events is recycled, and waste generation is minimised by using reusable items, renting items, donating items after events, and reducing waste through careful planning such as accounting for no-shows to prevent food waste.</p>
<p>5.3. Waste separation Mechanisms are in place to reuse or recycle waste where reduction is not feasible. (D2.4)</p>	✓	✓	<p>We separate and recycle all our waste at our office. We work with event venues, partners, and suppliers who separate, recycle and handle their waste responsibly.</p>
<p>5.4. Waste disposal Any residual waste disposal has no adverse effect on the local population or the environment. (D2.4)</p>	✓	✓	<p>The waste at our office and our events is disposed properly. The waste is separated into different bins at our office by our employees and then carried to the according bin outside our building by the cleaners and then disposed by the local waste services. Our event venues also sort and recycle their waste that is disposed by the local waste service.</p>



<p>5.5. No single-use bottles Promotes drinking of (safe) tap water and provides access to refill reusable bottles, does not offer bottled water.</p>	<p>✓</p>	<p>—</p>	<p>Drinking tap water and using an own water bottle is very common in Finland. Our employees use their own water bottles or drink tap water from glasses at the office. We also promote drinking tap water at our events by serving tap water from containers, which also encourage international guests to drink tap water.</p>
<p>5.6. Recycling actions Actively organises or participates in recycling actions which go beyond basic waste separation.</p>	<p>✓</p>	<p>—</p>	<p>Waste recycling is very common in Finland and all our staff members knows how to recycle and separate waste. The recycling bins are also well-labeled to promote easy recycling. We also encourage our event venues, suppliers and partners to well-label recycling bins and using other methods to reduce and recycle waste.</p> <p> IMG_0288_edit.png</p>

6. Caring for Water

5

Water

5

Action			Details
<p>6.1. Water conservation Takes steps to minimise water consumption and prevents water pollution. (D1.4)</p>	✓	✓	<p>At our office and events, water is used only for essential purposes such as toilets and cooking. We prioritise water-efficient technologies. Wastewater is directed to the sewer network, where it is treated before re-entering the water system. In addition to direct water usage, we strive to reduce indirect water consumption by promoting environmentally friendly food options, including vegetarian and vegan choices. We minimise water usage by opting for eco-friendly, reusable items and renting furniture and equipment for events, avoiding the purchase of new items or disposables whenever possible. We also select event venues that are centrally located and easily accessible by public transportation. Research by the Finnish Environment Institute indicates that 95% of the average Finnish consumer's water footprint is virtual or hidden water.</p> <p>References: https://www.vesi.fi/en/, https://www.syke.fi/en-US</p>
<p>6.2. Water consumption Water risk is assessed, water consumption is measured by type, and steps are taken to minimize overall consumption. Water sourcing is sustainable and does not adversely affect environmental flows. In areas of high water risk, context-based water stewardship goals are identified and pursued. (D1.4)</p>	✓	✓	<p>In Helsinki and Finland there is seldom a shortage of water, and the reliability of the water supply is very good. Water is used at our office and events only for necessary purposes like toilets and cooking. We also reduce indirect water usage by promoting environmentally friendly food options, avoid buying new items and disposables and choose central event venues.</p> <p>Reference: hsy.fi/water-and-sewers</p>
<p>6.3. Sewage treatment Connected to sewage water treatment system (or safe septic tank option).</p>	✓	✓	<p>The wastewater in Helsinki is directed by the sewer network to treatment plant for processing and then directed back to the water system. The water is treated with chemicals to remove phosphorus and biologically with bacteria to consume organic matter from the water. Sludge</p>



			<p>formed in the treatment process is made into biogas and soil.</p> <p>Reference: https://www.hsy.fi/en/water-and-sewers/how-the-water-supply-works/wastewater-treatment-process-briefly/</p>
<p>6.4. Water saving devices Has devices such as toilets, taps, and showers, that reduce the consumption of water.</p>	✓	✓	<p>Our company uses dual-wash-toilets at our office as well as short washing cycles on the washing machine, which saves water.</p>
<p>6.5. Good use of water Wastewater, including grey water, is effectively treated and is only reused or released safely, with no adverse effects to the local population or the environment. (D2.3)</p>	✓	—	<p>The wastewater in Finland is directed by the sewer network to the treatment plant for processing and then directed back to the water system. No wastewater is directed directly to the nature or environment from our office or at our events.</p>

7. Reducing Pollution

3

Pollution & Noise

3



Action			Details
<p>7.1. No pollution Implements practices to minimise pollution from noise, light, runoff, erosion, ozone-depleting substances, and air, water and soil contaminants. (D2.6)</p>	✓	✓	<p>Our company do not provide any activities or use any substances that risks the environment or nature. If an event is organised outside and there is a lot of noise or light pollution, the guidelines provided by the authorities are followed, the ending time is set at a suitable level and the neighbours are being noted prior to the event of the possible noise pollution. The lights are used only where it is necessary and closed at night if not needed.</p>
<p>7.2. No air pollution Identifies potential causes of air pollution and takes steps to prevent or minimise them. (D2.1)</p>	✓	✓	<p>Our company encourage our suppliers to use environmentally friendly cleaning products, items of eco-friendly materials as well as food and beverages from local, seasonal and certified ingredients.</p> <p>We recommend our clients and event participants to use public transportation when traveling to events. We use green logistic firms whenever possible. Our company complies with governmental and public policies regarding air quality control.</p>
<p>7.3. Harmful substances The use of harmful substances, including pesticides, paints, swimming pool disinfectants, and cleaning materials, is minimised, and substituted when available by innocuous products or processes. All storage, use, handling, and disposal of chemicals are properly managed. (D2.5)</p>	✓	✓	

8. Caring for Nature

7

Nature

7

Action			Details
<p>8.1. Nature friendly Supports and contributes to biodiversity conservation. Any disturbance of natural ecosystems is minimised, rehabilitated and there is a compensatory contribution to conservation management. (D3.1)</p>	✓	✓	<p>According to the Natural Resources Institute Finland the most significant global biodiversity loss is caused by imported products in the Finnish diet. The product groups that have the highest impact on biodiversity loss is broiler meat, farmed fish, cocoa, pork, coffee and beef. Shifting to a more plant-based diet and favouring locally produced products can help with amongst others biodiversity loss. Therefore, we favour vegetarian, vegan and locally produced products at our events. Finns drink a lot of coffee and coffee is served at almost all our events. Therefore, we favour sustainably certified coffee and suppliers and venues that does the same. Our company favours products and suppliers that take the impact the products or services has on biodiversity into account. We do not organize any activities that disturbs the natural ecosystem.</p> <p>References: https://www.luke.fi/en/</p>
<p>8.2. Invasive species Takes measures to avoid the introduction of invasive species. Native species are used for landscaping and restoration wherever feasible, particularly in natural landscapes. (D3.2)</p>	✓	✓	<p>We recognise the problem of introducing invasive species. Our company does not even indirectly take part in the introduction of invasive species.</p>
<p>8.3. Animal welfare No species of wild animal is acquired, bred or held captive, except by authorized and suitably equipped persons and for properly regulated activities in compliance with local and international law. Housing, care and handling of all wild and domestic animals meets the highest standards of animal welfare. (D3.5)</p>	✓	✓	<p>In the events we produce, there are no animals on display, but if there were, the operator bringing the animals to the display is ensured to act responsibly and in compliance with local and international law.</p>



<p>8.4. Biodiversity management Has an appropriate management of biodiversity on its own property. Particular attention is paid to natural protected areas and areas of high biodiversity value. (D3.1)</p>	<p>✓</p>	<p>—</p>	<p>Our company property does not include any outside areas. Our company pays attention to minimising negative impact on biodiversity's, natural protected areas and areas of high biodiversity throughout our suppliers and partners supply chain. Our company favours suppliers, products and services with eco-design to minimise the impact on biodiversity.</p>
<p>8.5. Wildlife trade Wildlife species are not harvested, consumed, displayed, sold, or traded, except as part of a regulated activity that ensures that their utilization is sustainable, and in compliance with local and international laws. (D3.6)</p>	<p>✓</p>	<p>—</p>	<p>All wildlife goods used at our events are sustainably sourced from sources that are following local and international laws.</p>
<p>8.6. Local conservation work Participates in wildlife conservation and monitoring activities led by local NGOs.</p>	<p>✓</p>	<p>—</p>	<p>Our company is researching the opportunities to participate in local wildlife conservation work, for example the Baltic Sea or Finnish forests.</p> <p>We encourage our clients to donate to charity, for example wildlife conservation work. For example, on companies' anniversary events we encourage them to guide the guests to donate money to charity instead of buying gifts.</p>
<p>8.7. Buildings and infrastructure Planning, siting, design, construction, renovation, operation and demolition of buildings and infrastructure comply with zoning requirements and laws related to protected and sensitive areas and to heritage considerations, take account of the capacity and integrity of the natural and cultural surroundings, and use locally appropriate and sustainable practices and materials. (A7, A7.1, A7.2, A7.3)</p>	<p>✓</p>	<p>✓</p>	<p>Our company produce events in venues that has been constructed by complying with the requirements and laws.</p>

9. Caring for Culture

4

Culture

4



Action			Details
9.1. Culture friendly Has not seriously damaged local heritage in favour of modern business development over the past 5 years.	✓	✓	Our company favours local artist, food, beverages and culture at our events whenever it's suitable for the occasion. We do not and will not damage local heritage.
9.2. Protecting cultural heritage Contributes to the protection, preservation and enhancement of local properties, sites and traditions of historical, archaeological, cultural and spiritual significance and does not impede access to them by local residents. (C2)	✓	✓	Our company promotes local cultural heritage and historically significant traditions at our events whenever it's suitable for the occasion. We do not hinder the access to any cultural heritage or traditions by local residents.
9.3. Authentic experiences Values and incorporates authentic elements of traditional and contemporary local culture in its operations, design, decoration, cuisine, or shops, while respecting the intellectual property rights of local communities. (C3)	✓	✓	Our company values and incorporates traditional elements of the local culture into our events through design, decorations, program, architecture, food, and beverages. We collaborate with local suppliers and artist to create authentic experiences.
9.4. Artefacts Historical and archaeological artefacts are not sold, traded or displayed, except as permitted by local and international law. (C4)	✓	—	Our company does not take part in selling or trading any historical or archaeological artefacts at our events or elsewhere.

10. Management & Information

7

Management & Information

7

Action			Details
10.1. Sustainability reporting Publicly communicates its sustainability policy, actions and performance to stakeholders, including customers, and seeks to engage their support. (A3)	✓	✓	Our company publicly communicates our sustainability policy, actions and performance. Our sustainability policy can be found on our website. Link: Sustainability policy: https://www.tapahtumantekijät.fi/en/en/sustainability-policy
10.2. Sustainability management system Has implemented a long-term sustainability management system that is suitable to its size and scope, addresses environmental, social, cultural, economic, quality, human rights, health, safety, risk and crisis management issues and drives continuous improvement. (A1)	✓	✓	Our company's sustainability management system focuses on keeping our employees informed about sustainability matters, like internal and external policies and practices, monitoring sustainability compliance, regularly tracking our progress, and openly discussing our goals. Our main goals are to stay compliant, lower our environmental impact, and build a sustainable workplace culture. We focus on areas like reducing environmental impact, using resources efficiently, and meeting sustainability standards. We track how we're doing, give regular updates, and have weekly meetings to make sure everyone understands and supports our sustainability efforts.
10.3. Sustainability report The sustainability report of this certification procedure (or any previous certification) is made publicly available via the internet or openly available to clients (applicable from the second year onwards).	✓	✓	Our company's sustainability policy is publicly available on our website and this sustainability certificate report will be publicly available at our website when it's published. Link: Sustainability policy: https://www.tapahtumantekijät.fi/en/en/sustainability-policy
10.4. Accurate promotion	✓	✓	Our company's marketing materials and communication is clear, accurate and transparent. We

<p>Promotional materials and marketing communications are accurate and transparent with regard to the organization and its products and services, including sustainability claims. They do not promise more than is being delivered. (A6)</p>		<p>do not promise more than we can deliver nor commit to projects that are not sustainable. We offer a lot of references from our clients that gives new clients a truthful picture of our services.</p>
<p>10.5. Info on nature & culture Provides information about and interpretation of the natural surroundings, local culture, and cultural heritage, as well as an explanation of appropriate behaviour while visiting natural areas, living cultures, and cultural heritage sites. (A9)</p>	<p>✓ ✓</p>	<p>When organising international conferences or other international events, we provide information about the Finnish culture and the surroundings of the event venue. We also instruct our clients and participants about appropriate behaviour if it is required for a visit to natural surroundings or cultural heritages sites. Our events are mostly organised in cities and for national audiences.</p> <p>Links:</p> <p>Visit Helsinki/My Helsinki: https://www.myhelsinki.fi/en/your-local-guide-to-helsinki Visit Finland: https://www.visitfinland.com/en/</p>
<p>10.6. Customer experience Customer satisfaction, including aspects of sustainability, is monitored and corrective action taken. (A5)</p>	<p>✓ —</p>	<p>Our company measures our client's satisfaction as well as event participant's satisfaction through different forms and methods to continually improve our services. We highly value all feedback given to us by participants and customers and make improvements accordingly. We start measuring aspects of sustainability by adding a question regarding sustainability into our external feedback form. We have invested in digitalisation and have digitalised and are constantly digitalising wherever possible to improve our customer experience.</p> <p>Example: We have gotten positive feedback on choosing accessible venues and vegetarian food and therefore continued with it.</p>
<p>10.7. What more do you do? What other important action or measure have you taken that is not legally required or covered by any of the previous criteria?</p>	<p>✓ —</p>	<p>We encourage our clients to collect or donate money to charity through different activities at the events.</p> <p>Example: One of our clients collected money for charity for children and youngsters by getting the participants to go out and hug people. The event was organised on Valentines Day and every hug equalled a certain sum of money. They collect money for different charities on a yearly</p>

basis at the events with different innovative ideas every year.