



WESTAS

SUSTAINABILITY REPORT 2023

SUSTAINABILITY REPORT

Westas Group

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1. Sustainability management

Sustainability management

Materiality analysis

2. Sustainability themes

Forest diversity

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Water and waste

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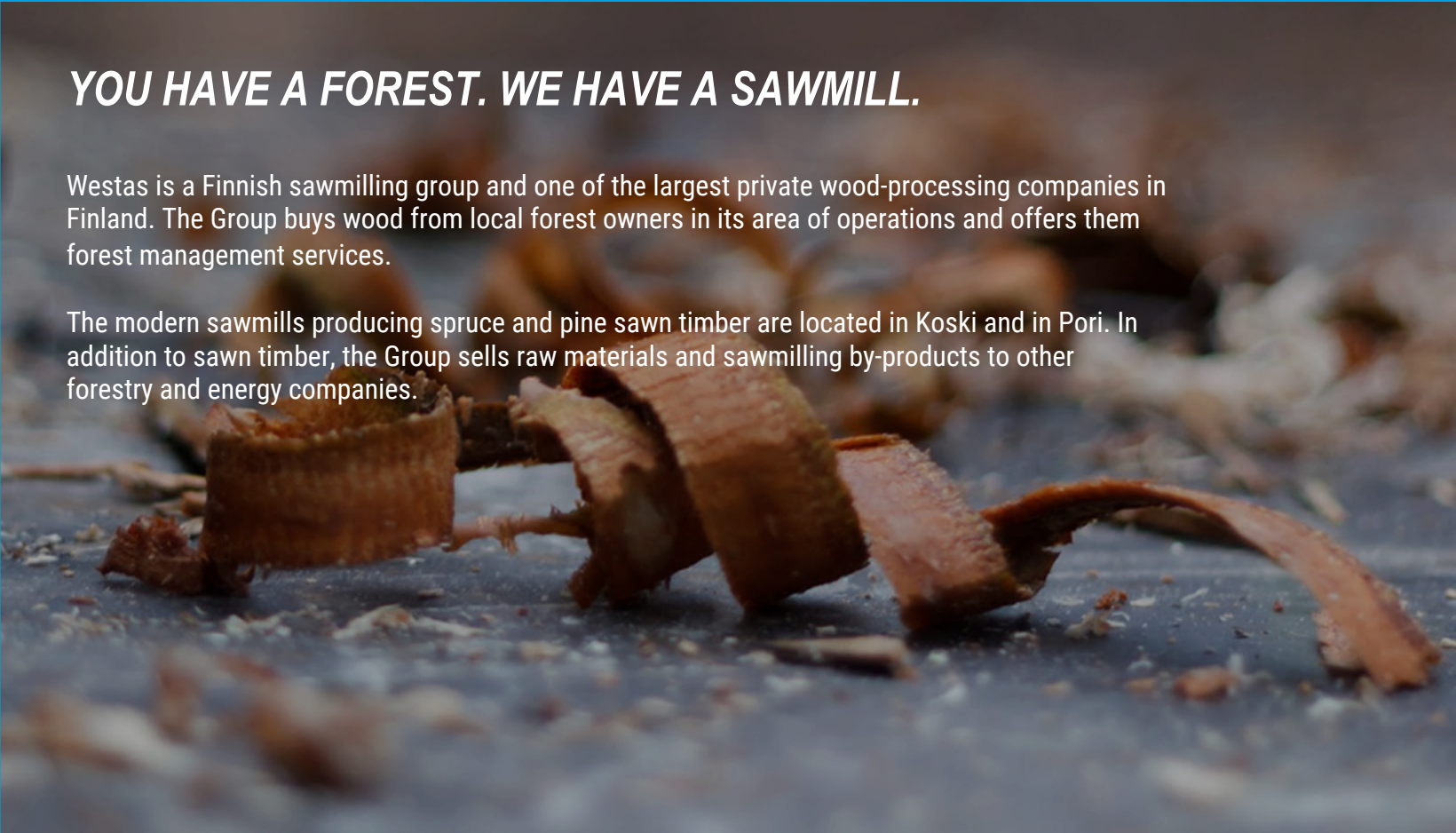
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YOU HAVE A FOREST. WE HAVE A SAWMILL.

Westas is a Finnish sawmilling group and one of the largest private wood-processing companies in Finland. The Group buys wood from local forest owners in its area of operations and offers them forest management services.

The modern sawmills producing spruce and pine sawn timber are located in Koski and in Pori. In addition to sawn timber, the Group sells raw materials and sawmilling by-products to other forestry and energy companies.



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WESTAS



ASSOCIATION FOR FINNISH WORK

Westas is one of the largest private wood-processing companies in Finland. Located in western Finland, the Group comprises Westas Group Oy, Westas Raunio Oy and Westas Pihlava Oy. The Group is headquartered in Koski, which is also the base of the company's Forestry Department, which oversees wood procurement for the sawmills, as well as the Group sales and administrative functions.

Westas Group has annual net sales of approximately EUR 186 million and an equity ratio of 64 per cent. Most of the company's net sales are generated by sawmilling operations. Westas is a member of the Finnish Sawmills Association, which promotes the interests of the independent sawmill industry.

The Group's business is based on sawmilling and bioenergy operations. The company's sawmills, Raunio Sawmill in Koski and Pihlava Sawmill in Pori, produce a total of approximately 450,000 m³ of spruce and pine sawn timber annually.

The Association for Finnish Work has granted Westas the right to use the Key Flag Symbol in recognition of a product manufactured in Finland and a service that creates job in Finland. The Key Flag signifies Westas's commitment to the quality and importance of work performed in Finland. This respected and widely known origin marking attests that Westas products are made in Finland and supported by Finnish services.

Westas Group's sawmills focus on producing high-quality basic sawn timber that is exported to more than 30 countries worldwide. Exports account for around 90 per cent of the company's net sales, and Westas has earned a reputation as a reliable partner in all of the main sawn timber markets – Europe, Asia, the Middle East and North Africa alike.

Westas annually purchases nearly 1.3 million cubic metres of high-quality wood from certified Finnish forests. The Forestry Department employs more than twenty forest industry experts, who are tasked with ensuring a continued supply of raw materials as well as harvesting and forest management services that take into account the needs of both forests and forest owners.

Westas Group Oy, a supplier of biofuels, refines and sells the forest residues from harvesting operations and the fractions produced as a sawmilling by-product to large and mid-sized heat and power plants operating in western and southern Finland. The annual volume of biofuel deliveries amounts to roughly 900 GWh.

At Westas, we want to be a stable and secure employer, look after the environment and operate in a socially and financially sustainable manner.

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WESTAS PIHLAVA OY

Pihlava Sawmill is located along the Kokemäki River near Pori's maritime port.

The sawmill has deep roots: it was established in 1875 and was owned by the famous industrialist Antti Ahlström since 1889. Today's modern Pihlava Sawmill mainly focuses on the efficient production of standard sawn timber. In addition to flexible production, the Pihlava unit's strength lies in its committed and expert personnel. Westas Pihlava is particularly known for its high-quality spruce timber.



Production **220,000 m³**

Net sales **€73 million**

Spruce and pine
sawn timber **(60/40)**

Personnel **60**

Area some **30 ha**

Log sorting Tähkä
56 bins

Debarking VK **55**

Sawline **Heinola**

Dimension sorting system
Odden/Finscan **45 bins**

Kiln drying **8 chambers,**
5 channels

Grading plant Heinola **43 bins**

Energy **Pori Energia**

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WESTAS RAUNIO OY

Established in 1909, Raunio Sawmill's facilities encompass some 20 hectares along the River Paimio.

The cornerstones of the unit, which mainly saws spruce, are a professional and experienced personnel, and good long-term relationships with customers.



Production **237,000 m³**

Net sales **€85 million**

Spruce and pine
sawn timber **(75/25)**

Personnel **54**

Area some **22 ha**

Log sorting Nordaut
70 bins

Debarking VK **5000**

Sawline **Ari**

Dimension sorting system
Odden/Finscan **45 bins**

Kiln drying **20 chambers,**
4 channels

Grading plant Odden **50 bins**

Power plant 10 MW **Sermet**



OUR SUSTAINABILITY WORK

Sustainability, management and stakeholders

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SUSTAINABILITY MANAGEMENT

SUSTAINABILITY MANAGEMENT AT WESTAS

Responsibility for finances, the environment and people lies with the company's management team. The know-how and expertise of the company management are major inputs in the company's operations and market presence.

The owners' and employees' insights are taken into account when deciding on the best possible governance. The key criteria when filling the management roles include the necessary skills, fitness for the position and competence.

The members of governing bodies and the management team make decisions independently, respecting the company's interests and avoiding conflicts of interest. The goal of the executive and board recruiters is to select the best fits for the company: people capable of taking a broad and critical view on the financial, environmental and personnel impacts of our operations, but also the impacts on the company's products, and scope and area of operations.

SUSTAINABILITY AS PART OF BOARD WORK

The company's Board of Directors actively monitors and updates the company's operations, values and strategy. The owners have representation both on the Board and management team. The joint expertise of the Board and management team members spans a long time.

The operating policy and the sustainability targets are reviewed twice a year at Board meetings.

The management engages in a continuous dialogue with the relevant stakeholders and monitors stakeholders' actions in terms of finances, the environment and people. The management monitors and complies with legislation as well as best practices and recommendations regarding finances, the environment and people.

The Board or management hold no other roles that could potentially influence the operations or decision making. The Board of Directors acts in the best interest of Westas Oy and its shareholders.

STARTING POINTS FOR SUSTAINABILITY REPORTING

One of the starting points for sustainability reporting is to create the criteria and processes for improved monitoring and measuring of sustainability topics. The management of the company sets the targets and key performance indicators (KPI) for the jointly agreed sustainability themes, which are regularly monitored by the Board and management team. The management team has the right to take immediate action to rectify any irregularities and to initiate development measures if the agreed targets are not met.

The company management is responsible for the monitoring and approval of all relevant areas. Management, together with employee representatives, has been involved in creating the sustainability reporting and determining the sustainability topics that are relevant for the company's operations. The management team is committed to monitoring and supervising the selected area's KPIs. The designated person in charge presents the KPIs and the situation, and the management then makes the necessary decisions, changes and improvements to meet the jointly agreed targets.

The management team has purchased services from an expert organisation in sustainability to chart the company's sustainability-related matters and possible concerns as extensively as possible. The management team regularly uses an independent specialist to increase its sustainability expertise and understanding.

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SUSTAINABILITY MANAGEMENT

BOARD OF DIRECTORS:

- Issues the strategic outlines and makes decisions concerning sustainability; approves the sustainability report once a year as part of the financial statements
- Discusses the organisation's impacts on finances, the environment and people when drafting and approving the sustainability report
- Annually reviews the principles for control and risk management, monitors their implementation and assesses the effectiveness of the processes
- Takes sustainability criteria into account when making investment decisions and selecting new co-operation partners
- Discusses climate-related risks annually

MANAGING DIRECTOR:

- Is responsible for the implementation of the Board of Directors' outlines and monitors the realisation of sustainability as part of business
- Is responsible for the company's overall sustainability, co-ordinates development work and the preparation of the sustainability report and the implementation of sustainability actions
- Supports both business units as an expert in sustainability issues and promotes the development of sustainability competence in the organisation
- Prepares and proposes sustainability policies to the Board of Directors and ensures the timely flow of information by reporting on sustainability issues to the Board
- Guides and co-ordinates the work of the persons in charge of sustainability
- Shares information on sustainability matters to personnel

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SUSTAINABILITY MANAGEMENT

BUSINESS FOR THE LONG TERM

Westas ensures the profitability of its business sustainably and for the long-term. The business is based on transparent practices, open communications and close co-operation with the company's stakeholders.

Westas also requires its partners to operate sustainably. Financial responsibility means taking due care of the company's finances, using resources efficiently and generating consistent and long-term financial gain for the various stakeholders.

The company communicates and reports on its operations in a transparent manner in accordance with the GRI guidelines for sustainability reporting. Westas's overall sustainability and the related key themes are described in this report.

SUSTAINABLE AND ETHICAL OPERATIONS

Westas regularly identifies and assesses the environmental, social and financial risks associated with the company's operations.

The company complies with sustainable business principles by exercising internal control and continuously developing its operations towards increased sustainability. The company's management is preparing the introduction of an anonymous whistleblowing channel.

Westas has, ever since its establishment, been committed to ensuring that of all its operations comply with legislation, good conduct and best business practices. Bribery, corruption and discrimination in all their forms are strictly prohibited in the company.

OPEN COMMUNICATIONS

Westas communicates with all its stakeholders in an open manner. The stakeholders consist of all the parties whose actions have a direct or indirect impact on the company and the parties affected by the company's actions.

Westas's most important stakeholders include customers, personnel, forest owners, wood vendors, financiers and other co-operation partners.

Open interaction with stakeholders helps identify issues that are material for sustainable business, and set targets and achieve them. The company aims for open and regular communications with stakeholders on its operations and finances.

Westas has an open atmosphere of trust. Employees can report their concerns to their supervisor or operational management. No critical concerns were reported during the year under review.

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MATERIALITY ANALYSIS

STAKEHOLDERS

Internal stakeholders

- Owners
- Board Of Directors
- Employees

Stakeholders related with the process

- Municipalities
- Software producers
- Finnish Forest Centre, centre for economic development, Natural Resources Institute Finland
- Forestry consultants
- Energy producers
- Subcontractors
- Forest owners
- Forestry contractors
- Forestry associations
- Central Union of Agricultural Producers and Forest Owners (MTK)
- Equipment producers
- Maintenance providers
- Logistics providers
- Waste management providers

Customers

- Direct customers
- Pulp and paper industry
- Energy companies
- Forestry companies

Other stakeholders

- Finnish Sawmills Association
- Certification bodies
- National Land Survey of Finland
- Reforestation providers

As part of its sustainability reporting, Westas surveyed some of its most important sustainability themes in workshops, which were attended by the Group owner and employees. Key stakeholders were also engaged by acquiring their views on our sustainability work through a stakeholder survey. The survey respondents included customers, subcontractors and other stakeholders associated with the process. Both the results of the stakeholder survey and the workshops were accounted for when selecting the key topics. The following topics were identified in the materiality analysis:



RESPONSIBILITIES

Environmental responsibility

1. Management and reduction of the carbon footprint
2. Promoting circular economy
3. Protecting biodiversity
4. Improving energy efficiency
5. Carbon handprint and positive environmental impact

Social responsibility

6. Achieving equality
7. Safety at work
8. Product safety
9. Employee wellbeing
10. Development of skills

Governance and financial responsibility

11. Openness and transparency of business
12. Stakeholder engagement and reliable partnerships
13. Promoting healthy competition

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PRESERVING FOREST DIVERSITY

Taking care of the forest environment, committing to shared climate targets, and socially and financially sustainable operations are the most important cornerstones of sustainability at Westas Group. The company has committed to the Finnish Sawmills Association's Forest Environment Programme, which requires significantly more ambitious biodiversity protection measures compared to the limit values specified in legislation and forest certificates. The company's portfolio includes reforestation services offered to forest owners. Key measures for sustainable forestry:

- Preserve game thickets
- Favour mixed forest stands
- Protect peatland borders
- Preserve decaying wood
- Make artificial stumps
- Spare low-producing sites

Westas has a key role in ensuring the quality of the supply chain. Harvesting operations, forest management services and logistics are outsourced to co-operation partners. For that reason, Westas strives to ensure compliance with legislation and certification criteria by all parties participating in the supply chain through continuous training and communication.

536,680
planted saplings

450,000 m³
of sawn timber annually

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CARBON FOOTPRINT REDUCTION AND POSITIVE CARBON HANDPRINT FOR SOCIETY

Sawmilling products have good carbon sequestration capacity and a long lifecycle. Thanks to this, sawmills have a small carbon footprint. Production by-products are utilised as raw materials for the company's own energy generation. In addition, the company sells renewable biofuels for energy and heat production.

The finished product has a major positive climate impact due to its long-term carbon storage. As a construction material, wood often replaces materials with significant greenhouse gas emissions. At the end of its lifecycle, timber is utilised in energy generation. Westas Group Oy is one of the companies whose figures the Finnish Sawmills Association's combined carbon footprint calculation is based on. Less than a third of the carbon footprint of the production chain is under the sawmills' direct control, while half of the carbon footprint of the entire value chain comes from the raw material. Almost all of the heat necessary for kiln drying sawn timber is produced by combusting bark. Westas Group works together with the Finnish Sawmills Association to build a low-carbon society.

137,147 MWh
Electrical and thermal energy
consumption

930,000 MWh
Supplied biofuels

35 kg CO₂e/m³
Sawn timber's carbon footprint

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COMPOSITION OF THE CARBON FOOTPRINT FROM SAWMILLING

Half of the sawmilling industry's carbon footprint comes from forest management, harvesting and short haulage. 17% arises from transporting the raw material to the sawmills.

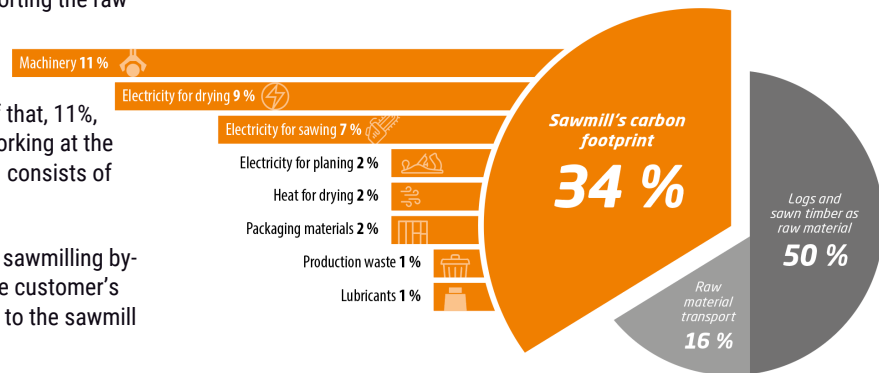
Less than a third of the carbon footprint of the production chain is under the sawmills' direct control. The single biggest component of that, 11%, comes from the fuel consumed by the wheel loaders and forklifts working at the sawmills. The electricity used for the process energy totals 16% and consists of kilning (8%), sawing (6%) and planing (2%).

The heat needed to kiln dry sawn timber is produced by combusting sawmilling by-products, such as bark. Some of the sawn timber is protected, on the customer's request, with plastic covers, and their production and transportation to the sawmill accounts for 2% of the carbon footprint of the production.

The total carbon footprint was 35 kg CO₂e per cubic metre of sawn timber in 2020.

The environmental declaration for sawn timber and planed timber is available [here](#).

COMPOSITION OF THE SAWMILLING INDUSTRY'S CARBON FOOTPRINT



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NOISE, WATER AND WASTE

A major cornerstone of Westas Group Oy's sustainability commitment is compliance with the statutory environmental permits. The environmental permits define the limits of the environmental impacts resulting from the operations. The company regularly measures and reports on its noise level and the emissions from its energy production.

In the sawmilling process, blades are cooled using small amounts of water, which is absorbed in the by-products. The process does not include any other sources of waste water. The moisture generated from timber kilning evaporates into the air. The quality of storm water and ground water is measured regularly as instructed by the authorities. The company has stopped wetting logs in an effort to reduce the amount of storm water.

Production by-products are utilised. Other waste fractions from production are sorted. Personnel have been instructed on how to sort waste to reduce the amount of mixed waste. Waste disposal is outsourced to an external partner.

Sawn timber is packaged using plastic, and the company provides its customers with the necessary information for recycling.

In transports, environmentally efficient solutions are sought and efforts are made to minimise the transport distances.



863,000 kg
Annual volume of waste

14,000 m³
Annual water consumption



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ENERGY CONSUMPTION

	2021			2022			Change	
Total energy consumption	Pihlava	Raunio	Total	Pihlava	Raunio	Total	2021-2022	%
Electricity, MWh	14,786	14,780	29,566	14,113	15,005	29,118	-448	-1.52
Heat, MWh	52,649	59,770	112,419	48,558	59,471	108,029	-4,390	-3.91
Total, MWh	67,435	74,550	141,985	62,671	74,476	137,147	-4838	-3.41
Specific energy consumption	Average			Average				
Electricity, MWh/m ³	0.065	0.061	0.063	0.064	0.063	0.0635	0.0005	0.79
Heat, MWh/m ³	0.232	0.248	0.24	0.221	0.251	0.236	-0.004	-1.67
Total, MWh/m ³	0.297	0.309	0.303	0.285	0.314	0.2995	-0.0035	-1.16

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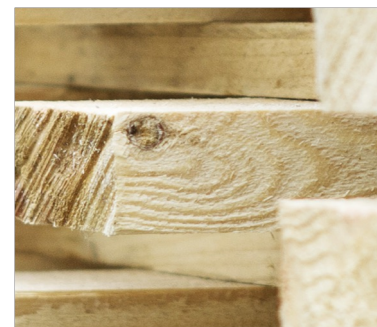
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USE OF WOOD RAW MATERIAL

Use of raw material	2021			2022			Change	
	Pihlava	Raunio	Total	Pihlava	Raunio	Total	2021-2022	%
Timber (m ³)	468,515	485,728	954,243	455,515	472,532	928,047	-26,196	-2.7
Raw material efficiency	2.06	2.01	2.035	2.07	2.00	2.035	0.00	0.00

Raw material efficiency: 2.035

Raw material efficiency is a utilisation rate that indicates how many cubic metres of logs are used for producing one cubic metre of sawn timber.



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WATER AND WASTE

2022

Water	Pihlava	Raunio	Total
Water consumption (m ³)	5,561	8,544	14,105
Waste (thousand kilos)	Pihlava	Raunio	Total
Biowaste	0.00	1.09	1.09
Energy waste	41.64	14.41	56.05
Waste oil	4.1	0.62	4.72
Recovered paper/paperboard	1.34	0.86	2.20
Sludge	93.01	0.00	93.01
Fluorescent tubes	0.03	0.00	0.03
Lead batteries	0.14	0.03	0.17
Paint waste	0.02	0.26	0.28
Metal waste	2.81	40.80	43.61
Wood waste	0.00	0.00	0.00
Mixed waste	7.22	13.24	20.46
WEEE	0.47	0.24	0.71
Power plant ashes	0.00	641.50	641.50
Total			863.83

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FOREST AND WOOD EXPERTS

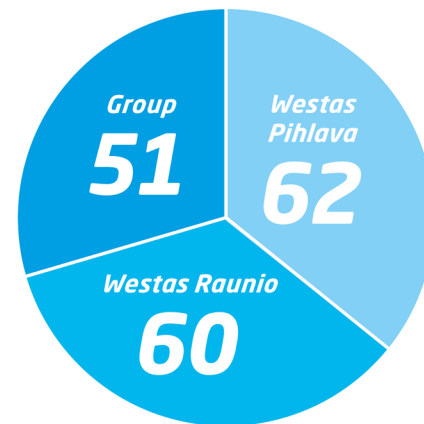
Westas Group is a major employer in its operating area, and more than 170 professionals with a solid forest industry background work for the Group. The company also indirectly employs some 200 transport and harvesting experts and guarantees the forest owners in its area a secure income from selling their timber.

There are close to 30 different job titles within the Group, and the job descriptions range from various production stages to international sales tasks. The competence of Westas's personnel is maintained, updated and developed through various training programmes. Not only can employees study while working, they also have job rotation opportunities.

**PERSONNEL
ON AVERAGE:**

GROUP

173



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HAPPY AND SKILLED EMPLOYEES

Competent personnel is Westas's most important resource. This shows as satisfied employees and long careers. Employee turnover primarily comes through retirement. The company bases its operations on equality and does not tolerate discrimination in any shape or form. Employees have the opportunity to be promoted regardless of their background and gender.

The company has induction processes for new employees and it offers its personnel additional training on a regular basis. Employees have the opportunity to influence the training and its content. Development discussions, group development meetings and info sessions are regularly organised for employees.

Westas wishes to take care of its employees' well-being also outside working hours, and supports this, for example, by offering exercise and culture vouchers. In addition, employees can participate in leisure sports intended for the work community at the workplace.

27
eNPS (in 2023)

12.4 years
Average length of careers

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HAPPY AND SKILLED EMPLOYEES

A SAFE AND HEALTHY WORKING ENVIRONMENT

At Westas, occupational safety is managed actively. The goal is zero accidents.

Occupational safety instructions are followed in operations and personnel's occupational safety training is taken care of. There are also written documented instructions on what to do in unexpected situations. The company has efficient processes for reporting near-miss situations, and any shortcomings are addressed proactively. Westas works continuously to improve the safety of the working environment at the sawmills.

Alongside the safety of employees, emphasis is also placed on occupational health, and the company has an early intervention model in place. Occupational health services are provided at the sawmills in addition to the service providers' locations.

TRANSPARENT AND OPEN GOVERNANCE

Westas is a regionally significant employer, with a total payroll of around 170 people. The company discloses its tax footprint to promote good governance and transparency. Westas strives to promote pay transparency and equity across all professional groups.

Westas always abides by laws and regulations and is a privately owned company with no political affiliations.

The company does not tolerate any form of bribery or corruption. The company's ways of operating are described in more detail in the Code of Conduct.

4

Number of work-related injuries in 2022

4.1%

Sick leave rate

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JOKAINEN ON OMAN TYÖNSÄ TURVALLISUUSPÄÄLLIKKÖ

Työturvallisuus on osa yrityksen sosiaalista vastuuta, ja sen vuoksi sen eteen tehdäänkin suomalaisissa yrityksissä jatkuvaa työtä. Taloudellisten tekijöiden lisäksi työturvallisuudessa on kyse ihmisten hyvinvoinnista, tuottavuudesta ja työnteon laaduvuudesta.

Westaksen tuotantajohtaja Sakari Virtanen toimii näiden kahden työturvallisuuspäällikönä ja työturvallisuushaastajana lisäksi yksikössä toimii säännöllisesti kokoonottava työturvallisuustimantista työturvallisuustimantissa on toimienkäsittelyn, tuotannon ja metsäsektorin edustajia, ja toisinaan kokouksiin osallistuu työterveyspalvelut tuottavan Melliläisen asiantuntija. Vastava työturvallisuusasiantuntijana toimii myös Pihlavan sahalta, jossa työturvallisuuspäällikönä toimii tehdaspäällikkö Kimmo Raita.

Työturvallisuustimantti Westaksella on yleisesti ottaen hyvä. Koken sahalta tapaturmia ei ole tämän vuoden aikana tapahtunut lainkaan, ja vaikka Pihlavan työturvallisuus onkin lukumääräisesti useampina, eivät ne ole olleet vakavia. Kyse on ollut tiluista kisoista tai ruokista pölyistä. Ilmeistä työturvallisuustapahtumista sahalta ovat lampunpurinnista seuranneet nilkan vammoja.



Westaksen tuotantajohtaja Sakari Virtanen

– Koskella poisaaloihin johtaneiden työturvallisuuden määrä on alle alan keskiarvon, Pihlavan osalta keskiarvoa tai hieman sen yli. Tämä johtuu pitkälti siitä, että Pihlavan toimintaympäristö on hankalampi – sokkeleinen ja vanha. Koskella on myös pitkät perinteet työturvallisuuteen panostamisessa ja vakiintunut työturvallisuuskulttuuri jo ajalta ennen Westasia, Virtanen toteaa.

Merkitäviä haaste työturvallisuudelle on kolmivuoti.

– Täällä on paljon erilaisia automaatioita, eikä ihmisten vierastata ole parhaimmillaan soveljiksi aamuyöllä.

Työturvallisuus vaatii töistä ja jokapäiväistä työstä havaitsevan tekoa, kehittämistä, valvontaa, kartoitusta, uuden oppimista ja kulttuurin rakentamista. Tällaista työtä on esimerkiksi vastikään Kosken sahalta tehty turvallisuuskiertos.

– Sahausta tehtiin muutoksia kesän aikana, joten teimme katselmuksen ja muiston, johon kirjattiin työturvallisuuden osalta korjattavia asioita. Tämä on normaalkäytännön asia, kun muutoksia tehdään, Virtanen selittää.

Kesällä tehtiin riskikartoituskäynti myös hakkuu-työmaalle, jonka aikana haastatettiin sekä hakkuu- että korjuukoneen kuljettajat ja käytiin läpi kaikki työvälineet mahdollisena tapaturmariskienä.

– Koneet ovat työturvallisuustilanteissa turvallisia, ja havainto liittyy pääosin työmaan riskien.

HAVAITTOJEN TEKO KUULUU KAIKILLE

Virtanen aloittaa työpäivänsä aina sahariorekolla ja tarkastaa paikat. Omien turvallisuushavaintojen lisäksi ilmoitukset tulee työntekijöiltä. Havaintokohdista voivat olla esimerkiksi paikkojen rikottomuus, suojien puuttuminen, tavaroiden kasaantuminen väärin paikkoihin tai valaistuksen heikentyminen palaneiden lampun vuoksi.

Myös ennaltatarkastuksia työtä tehdään. Puhallan viimillä on hankkeita, jotka myös yhden valvonnasta siirrettävä työntekijän avulla voidaan turvallisesti ei vain jättäen lähte, vaan kolmannen alaa. Tarva-alueen arvioita laittaa korjaaja voi luottaa siihen, että viereenkin lähte on sammutettu ja työskentely on turvallista.

Selvityksessä on myös määritetty sahaajan terpeeni, joka aiheuttaa ammattitaitumista ja herkimille jopa kuumetta, tulkaisuutta ja kurkun karheutta.

– Ilman epäsuhteita on mitattu ja nyt puhdimmia, miten voimme poistaa ne. Toki linjaan on mahdollista laittaa voimakas ilmapuhallin, mutta samalla pitäisi huolehtia siitä, että työskentelyolosuhteita ja olosuhteita muilla osin säilyvät asianmukaisina, Virtanen pohtii.

Hän usko, että kun erilaisia turvallisuusasioita pidetään jatkuvasti pinnalla, ne alkavat toteutua itse itsensä ja

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”Työturvallisuus lähtee jokaisesta itsestä. On ymmärrettävää kantaa vastuu itsestä ja työkalvereista.”

– Sakari Virtanen

vakintuvat osaksi työnteen kulttuuria. Yrityksen tehtävänä on huolehtia siitä, että olosuhteet ovat kohdallaan, jonka jälkeen on ihmisten vuoro.

– Nämä asiat eivät voi olla ulkoa ohjattuja, eikä kukaan voi arjessa olla tosia jatkuvasti hoidossa. Työturvallisuus lähtee jokaisesta itsestä. On ymmärrettävää kantaa vastuu itsestä ja työkalvereista.

SUURIMMAT RISKIT HAKKUILLA

Metsäsektorin ammattilaisten työ poikkeaa merkittävästi sahan arjesta, joten riskien ovat erilaisia. Poisaaloihin johtava työturvallisuus ei metsässä juurikaan tapahdu, ja yleisimmät onnettomuudet liittyvät lukuastuksiin kalliolla, juurakissa tai kivillä.

– Metsä on omalaanensa työpäristö, eikä kaikki riskit ole mahdollisia ennakoida. Jokaisen on ymmärrettävää tämä ja käytettävä maalisjärjeksi metsässä liikkuaan, toteaa hankintapäällikkö Janne Lehti metsäsektorilta.

Työntekijöiden erilaisuuden vuoksi myös varusteet ensivat toisistaan. Metsäsektorilla on määritelty se, missä työturvallisuus huomioida, päänsuojasta ja turva-

kenkiä tulee käyttää ja missä voidaan työskennellä kevyemmällä varustuksella.

– Turvavälineitä on käytettävä aina koetyömailla. Hakkuuden lisäksi tämä tarkoittaa sellaisia tilanteita, joissa käytetään joko raivaus- tai moottorisaha.

Valka työmaat on merkitty kyltein, ne ovat laajoja, ja alueilla on mahdollista tulla monesta suunnasta. Lehti painottaa, että koneet on käytettävä kaiken A ja O on tehtä isenä säilytyksiä. Vaarsa aiheuttavat useimmiten onnettomuuksia, jotka saavat paikalle metsäkoneluokittajan tietämättä, eväitä noudatta kyllä ohjeistettuja suojia-alueita.

– Työteissä on kuljettajan puhelinnumeron, johon voi ilmoittaa saapumastaan, jolloin tämä on tietoinen siitä, että joku liikkuu metsässä. Ylipäänsä alan viereen ei ole targeitteilla mennä katsoon, sillä hakualueen suoja-alue on ylittävänä suuri. Sama koskee pinnalle lasuttajia puuta. Surtumavara on aina olemalessa.

Virtanen tapaan lehti painottaen ihmisten omaa vastuuta.

– Enakoitti ja asenne ovat tärkeimpiä työturvallisuuden työkaluja. ✕



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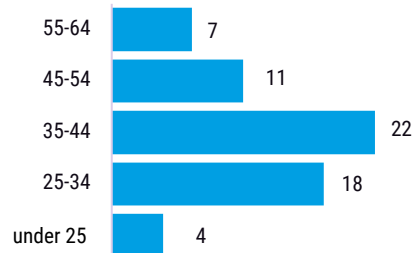
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PERSONNEL, PIHLAVA

Gender distribution



Age distribution



Median pay

Gender	2021	2022	Change (€)	Change (%)
Men	16.18	16.52	0.34	2.10

Relation of the median pay to the highest pay: [0.93](#)

Mean career variables

Career	2021	2022	Change	Change (%)
Length (years)	9.5	10.5	1	10.5
Mean age (years)	42.2	42.8	0.6	1.4
Men (%)	100	100	0	0.0

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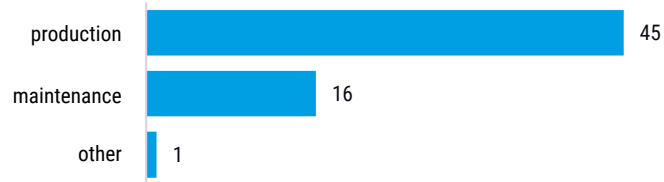
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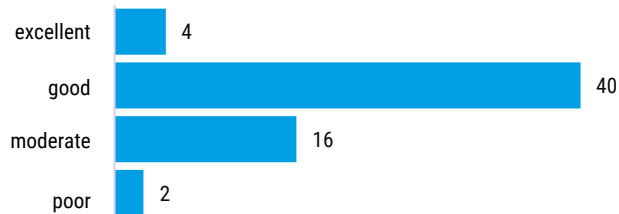
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PERSONNEL, PIHLAVA

Types of jobs



Job satisfaction



Safety at work

	2021	2022	Change (cases)	Change (%)
Work-related injuries				
Minor injuries	8	4	-4	-50
Severe injuries	0	0	0	0
Sick leave rate				
%	4.4	8.1		84.1

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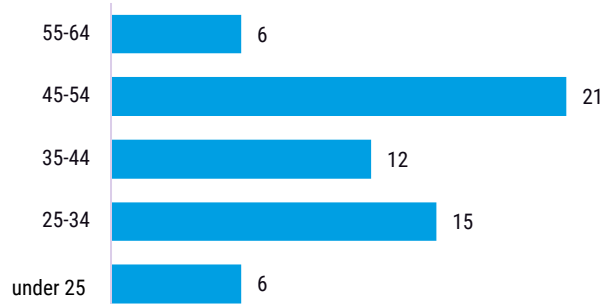
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PERSONNEL, RAUNIO

Gender distribution



Age distribution



Median pay

Gender	2021	2022	Change (€)	Change (%)
Women	15.55	15.91	0.36	2.32
Men	16.14	16.51	0.37	2.29

Relation of the median pay to the highest pay: **0.88**

Mean career variables

Career	2021	2022	Change	Change (%)
Length (years)	16.5	16.2	-0.3	-1.8
Mean age (years)	44.0	44.4	0.4	0.9
Men (%)	82.8	83.3	0.5	0.6
Women (%)	17.2	16.7	-0.5	-2.9

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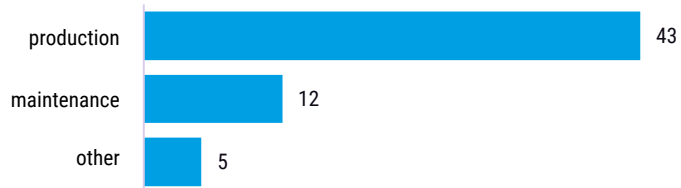
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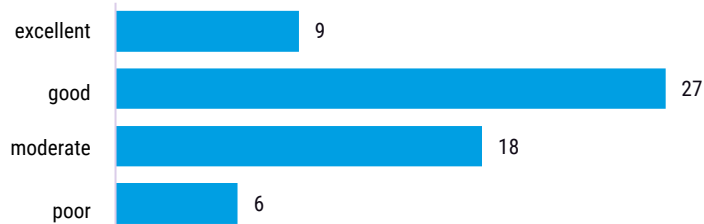
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PERSONNEL, RAUNIO

Types of jobs



Job satisfaction



Safety at work

	2021	2022	Change (cases)	Change (%)
Work-related injuries				
Minor injuries	3	0	-3	-100
Severe injuries	0	0	0	0
Sick leave rate				
%	3.3	2.8		-15.4

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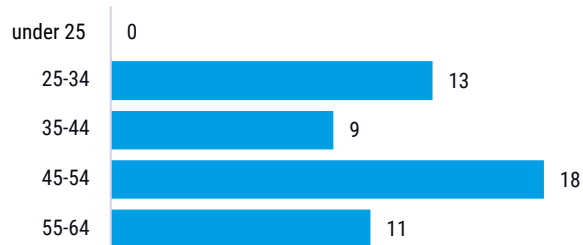
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PERSONNEL, GROUP

Gender distribution



Age distribution



Median pay

Gender	2021	2022	Change (€)	Change (%)
Women	3,800.00	3,883.60	83.60	2.20
Men	3,912.08	3,998.00	85.92	2.20

Relation of the median pay to the highest pay: **0.39**

Mean career variables

Career	2021	2022	Change	Change (%)
Length (years)	11	10.5	-0.5	-4.5
Mean age (years)	46.5	46.7	0.2	0.4
Men (%)	76.6	68.8	-7.8	-10.2
Women (%)	23.4	31.3	7.9	33.8

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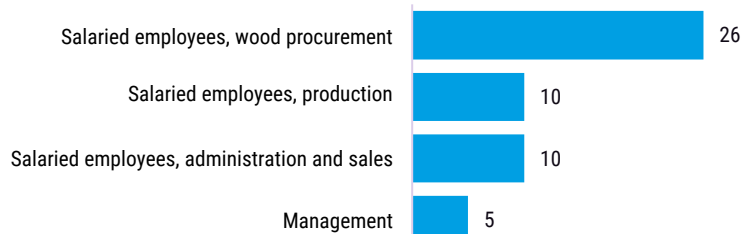
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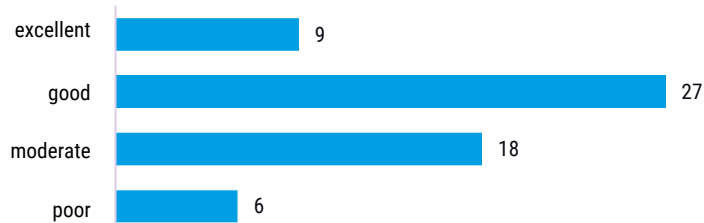
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PERSONNEL, GROUP

Types of jobs



Job satisfaction



Safety at work

	2021	2022	Change (cases)	Change (%)
Work-related injuries				
Minor injuries	2	0	-2	-100
Severe injuries	0	0	0	0
Sick leave rate				
%	0.5	1.3		160.0

WESTAS



IMPACT ON THE SURROUNDING SOCIETY

Westas as part of the local community

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WESTAS AS PART OF THE LOCAL COMMUNITY

Both of Westas's sawmills have a long history. Raunio will soon turn 115 years old and Pihlava will celebrate its 150-year anniversary in 2025. The sawmills have become an integral part of the local communities. All wood is procured from the areas close to the sawmills, and forestry is a significant source of livelihood and income for people especially in rural areas. Westas employees mainly come from the nearby areas. The company annually supports local sports clubs and offers young people summer jobs. In 2022, the company used the funds allocated to charity to support the victims of the war in Ukraine.

In addition to income tax, the company's tax footprint is made up of other taxes and charges related to business operations. In taxation matters, the company is subject to Finnish law. Westas pays 100% of its taxes to Finland.



EUR 10.7 million
Tax footprint

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A HIGH-QUALITY PRODUCT AND CUSTOMER EXPERIENCE

As we put the customer in focus in everything we do, we regularly measure customer satisfaction in addition to our own processes.

Every customer has their specific needs. The company's processes are reviewed together with customers to ensure that each order meets the quality requirements they set on the products. The quality of the products is monitored by experienced personnel and machine vision applications.

All products comply with the industry's quality criteria and certifications. The share of certified raw materials and their origin are reported to customers for each order.



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A RELIABLE PARTNER FOR FOREST OWNERS AND SUBCONTRACTORS

The focus of Westas's wood procurement is on choices supporting sustainable forestry in order to ensure the lawful and ethical provenance of all the products sold by the company. A standardised process is applied with forest owners to ensure that they are aware of the preservation of biodiversity.

Westas has clear instructions in place for co-operation with subcontractors, and its subcontractors have committed to abiding by legislation and international agreements on human rights and the company's Code of Conduct. The common ground rules are reviewed annually in contract meetings to ensure the quality of operations.

All suppliers are required to respect the non-disclosure agreement and intellectual property rights, and to counter corruption. It is extremely important to Westas to take care of information security with regard to its customers and partners. The company regularly reviews its information security processes.

Westas complies with the laws governing forest use and with forest certification criteria. The company strives to ensure the achievement of forest diversity also when interacting with forest owners and subcontractors.

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	2021				2022				Change	
€ 1,000	Pihlava	Raunio	Group	Total	Pihlava	Raunio	Group	Total	€	%
Employer										
PAYE taxes	645.95	560.97	819.02	2,025.94	707.66	589.73	869.56	2,166.95	141.00	6.96
Employer's contributions										
Social security	42.63	38.36	42.42	123.41	40.96	35.38	39.70	116.04	-7.37	-5.98
Unemployment insurance	61.32	52.30	59.22	172.84	75.16	59.52	67.10	201.78	28.95	16.75
Pension contribution	680.51	610.81	661.84	1,953.16	763.58	650.46	727.17	2,141.20	188.05	9.63
Occupational accident and group life insurance	55.88	48.96	8.75	113.59	57.13	48.42	8.25	113.81	0.22	0.19
Taxes										
Direct taxes	581.93	115.27	5,569.33	6,266.54	144.73	181.54	5,557.35	5,883.62	-382.92	-6.11
Other taxes										
Vehicle tax	0.61	1.14	1.58	3.32	0.61	0.56	0.92	2.08	-1.24	-37.41
Electricity tax (0.063cnt/kWh)	9.32	9.31	0.00	18.63	8.89	9.45	0.00	18.34	-0.28	-1.51
Fuel oil tax	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Real estate tax	39.72	26.20	0.00	65.92	42.33	29.45	0.00	71.78	5.86	8.89
Transfer tax	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total				€10.74 million				€10.72 million	€-0.028 million	-0.3%

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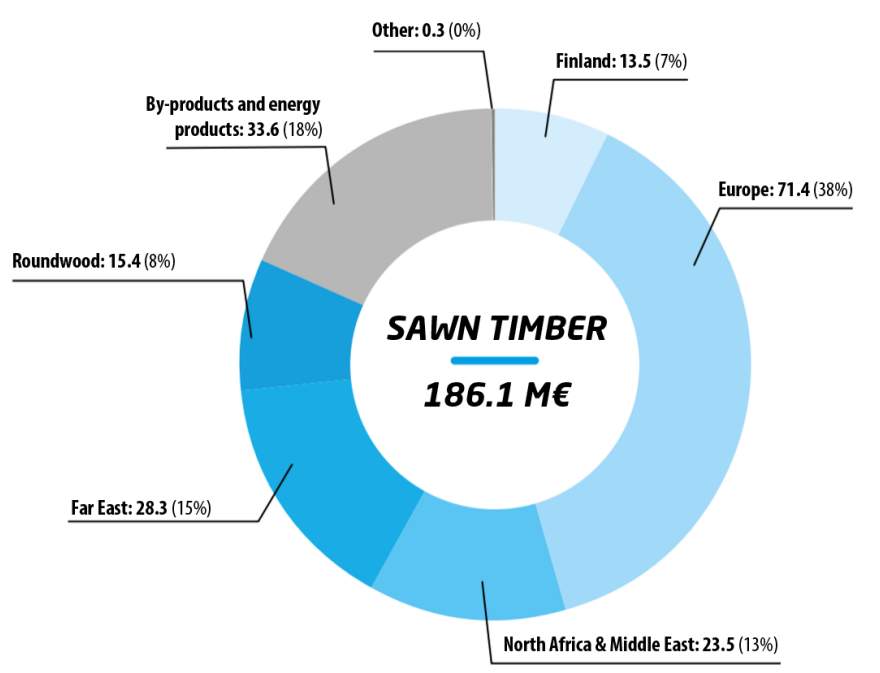
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COMPOSITION OF WESTAS GROUP'S 2022 NET SALES





TARGETS UP TO 2026:

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TARGETS UP TO 2026:

IMPROVING PERSONNEL'S JOB SATISFACTION:

Work-related injuries	0
Job satisfaction (eNPS)	> 35
Sick leave	
PIH	< 4
RAU	< 2.5
GRP	< 1

REDUCING THE ENVIRONMENTAL LOAD:

Reduce volume of mixed waste	10%/y
Reduce energy consumption	5% by the end of 2026
Reduce water consumption	5% by the end of 2026
Improve utilisation ratio	
PIH	< 2.05
RAU	< 2.00

ENGAGEMENT WITH THE SURROUNDING SOCIETY:

- Commit subcontractors to responsible operations
- Introduce a whistleblowing channel
- Co-operate with local actors



SUSTAINABILITY REPORTING

Principles of reporting and the GRI index

**SUSTAINABILITY
REPORT**

Westas Group

Westas as a company

1. Sustainability management

Sustainability management

Materiality analysis

2. Sustainability themes

Forest diversity

Carbon footprint

Water and waste

Energy

Use of raw material

Personnel

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3. Targets up to 2026**4. Reporting principles**

Information about the report

GRI index

INFORMATION ABOUT THE REPORT

SUSTAINABILITY AS PART OF THE STRATEGY

The objective of the sustainability report is to openly provide stakeholders with information about the company's operations. Sustainability is a strategic cornerstone for Westas Group and a solid part of the company's business. This sustainability report is the company's first report drafted in accordance with the GRI (Global Reporting Initiative) standard. The report includes the GRI Universal Standards and Topic Standards, which consist of descriptions of management practices and information and key figures that are material for the company.

In addition, information related to Westas Group's own sustainability topics is reported in accordance with the GRI Standards. The sustainability report covers the period 1 January–31 December 2022. The contact person for this report is the company's Managing Director Pekka Kopra.

The company is not subject to external sustainability reporting obligations or commitments. The company determines the impacts, responsibilities, strengths and threats of its operations in its business plan.

MATERIALITY ANALYSIS AS A STARTING POINT FOR REPORTING

Responsible operating principles form the basis for long-term profitable and sustainable business. Sustainability reporting starts with the most material sustainability aspects in our operations, which have been widely processed in-house and identified by stakeholders. The stakeholders' financial, social and environmental impacts are part of determining the material aspects.

The materiality analysis was carried out as part of this sustainability report in 2023. You can read more about our materiality analysis in this report in the section 'Sustainability management'.

The GRI index shows a comparison with the GRI Standards.

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GRI INDEX

Designation	Disclosures	Location and more information
GRI 2 (2021): General Disclosures		
Organisation and its reporting practices		
2-1	Organisation details	Westas as a company
2-2	Entities included in the organization's sustainability reporting	Westas as a company
2-3	Reporting period, frequency and contact point	Westas as a company
2-4	Restatements of information	This the company's first sustainability report, no restatements.
2-5	External assurance	No external assurance by an independent party has been acquired for this report.
Activities and workers		
2-6	Activities, value chain and other business relationships	Westas as a company
2-7	Employees	Personnel, key figures
2-8	Workers who are not employees	Personnel
Governance		
2-9	Governance structure and composition	Westas as a company
2-10	Nomination and selection of the highest governance body	Westas as a company
2-11	Chair of the highest governance body	Westas as a company; the chair of the Board of Directors is Erkki Rämä
2-12	Role of the highest governance body in overseeing the management of impacts	Sustainability management
2-13	Delegation of responsibility for managing impacts	Sustainability management
2-14	Role of the highest governance body in sustainability reporting	Sustainability management
2-15	Conflicts of interest	Sustainability management
2-16	Communication of critical concerns	Sustainability guides our operations
2-17	Collective knowledge of the highest governance body	Sustainability management
2-18	Evaluation of the performance of the highest governance body	Sustainability management; the Board of Directors regularly analyses its performance and the adequacy of its actions.
2-19	Remuneration policies	Personnel
2-20	Process to determine remuneration	Personnel
Strategy, policies and practices		
2-22	Statement on sustainable development strategy	Managing Director's greeting
2-23	Policy commitments	Starting points for sustainability reporting
2-24	Embedding policy commitments	Sustainability management
2-25	Processes to remediate negative impacts	Sustainability management
2-26	Mechanisms for seeking advice and raising concerns	Sustainability guides our operations
2-27	Compliance with laws and regulations	Sustainability management
2-28	Membership associations	Westas as a company
Stakeholder engagement		
2-29	Approach to stakeholder engagement	Sustainability themes
2-30	Collective bargaining agreements	Westas as a company

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GRI 3 (2021): Material topics

3-1	Process to determine material topics	Sustainability themes
3-2	List of material topics	Sustainability themes
3-3	Management of material topics	Sustainability management, Sustainability themes

Economic performance standards

GRI 201: Economic Performance (2016)

201-1	Direct economic value generated and distributed	Key figures
201-4	Financial assistance received from government	No assistance was received from government during the year under review

GRI 204: Procurement Practices (2016)

204-1	Proportion of spending on local suppliers	Key figures
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GRI 205: Anti-corruption (2016)

205-1	Operations assessed for risks related to corruption	Sustainability in our operations; no corruption cases were detected during the year under review
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Environmental standards

GRI 301: Materials (2016)

301-1	Materials used by weight or volume	Key figures
301-2	Recycled input materials used	Key figures

GRI 302: Energy (2016)

302-1	Energy consumption within the organization	Key figures
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GRI 303: Water and Effluents (2018)

303-5	Water consumption	Environment
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GRI 304: Biodiversity (2016)

304-2	Significant impacts of activities, products and services on biodiversity	Environment
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GRI 305: Emissions (2016)

305-4	GHG emissions intensity	Environment
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GRI 306: Waste (2020)

306-1	Waste generation and significant waste-related impacts	Environment; the significant waste generation takes place as a result of the use of the products and services at the customer end.
306-2	Management of significant waste-related impacts	Environment; the company has introduced more effective recycling practices and instructed the personnel to reduce the amount of waste.

GRI 307: Environmental Compliance (2016)

307-1	Non-compliance with environmental laws and regulations	No fines or other sanctions were received for non-compliance with environmental laws and regulations during the reporting period
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Social standards

GRI 402: Labor/Management Relations (2016)

402-1	Minimum notice periods regarding operational changes	Finland's Co-operation Act is complied with regarding operational changes. Westas complies with the notice periods specified in labour legislation in all circumstances.
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GRI 403: Occupational Health and Safety (2018)

403-3	Occupational health services	Westas has an agreement on occupational health services with Mehiläinen and complies with the agreed occupational health plan
403-5	Worker training on occupational health and safety	An induction model on occupational health and safety is in place for new employees.
403-9	Work-related injuries	Key figures

GRI 405: Diversity and Equal Opportunity (2016)

405-1	Diversity of governing bodies and employees	Key figures
405-2	Ratio of basic salary and remuneration of women to men	Key figures

GRI 406: Non-discrimination (2016)

406-1	Incidents of discrimination and corrective actions taken	No discrimination incidents occurred during the reporting period.
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GRI 418: Customer Privacy (2016)

418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	No complaints concerning breaches of customer privacy or customer data were received during the reporting period.
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WESTAS

YOU HAVE A FOREST. WE HAVE A SAWMILL.

