

IIVARI  
MONONEN

“  
It's our  
joint  
responsibility!”

SUSTAINABILITY

REPORT

# Iivari Mononen Group Sustainability Report 2021

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# Contents

Sustainable operations is our gift to future generations	5
Our Group's 70th anniversary	6
Group's sustainability promise	7
Quality management systems and certificates	8
Wood is a renewable resource	9
Soil decontamination project at the Höljässä impregnation plant	10
Our long-term logistics partner HKK-Kuljetus Oy	11
Scanpole strives for continuous development of sustainability	12
Chief shop steward Esa Puumalainen enjoys working at Scanpole	14
Scanpole's performance data	15
Prima Timber's impregnated timber is long lasting	16
Journey from summer intern to Managing Director	18
Prima Timber's performance data	19
Exsane - Workplace safety is key in demanding conditions	20
Security of supply as a profession	22
Exsane's performance data	23
Future wood preservatives	24
Our future looks bright	25
Highlights of Group statistics	26

**READING TIP**

Click a row in the table of contents to go directly to the page you want.

You can return to the table of contents by clicking the coloured bar at the side of the page.



CEO Ari Mononen



We promise that our operations will be carbon-neutral with regard to our own production by 2035.

# Sustainable operations is our gift to future generations

*Sustainability is our primary value when making decisions because we want to leave a better world for future generations.*

We are a responsible family company from Finland, with the third generation already at the helm. What we have built with hard work, we want to hand over to the next generations even more responsibly. All of the decisions we make now will have an impact for hundreds of years.

By ensuring responsible operations, we have a better view to predict the impact of our actions in the long run. Sustainability provides the future with security.

## **Only a financially sound company can promote sustainability**

Because it is our policy to leave future generations with a legacy of increasingly sustainable operations, the company must be financially stable to make it possible. When making investment decisions, we always take into account the operating costs and energy consumption of the investments. We make decisions that are as energy-efficient and raw material-

efficient as possible because the environmental burden is lower. Investing with an eye to the environmental burden also improves our profitability.

## **Our employees are our most important resource**

From the beginning, the fundamental principle underlying our values has been that “no friend is ever left behind”. We want our employees to feel like they belong to the same family. We have an early intervention model that allows us to step in and take action when needed to ensure everyone’s work capacity.

We have wanted to create an open culture within our group, where employees can and should raise any concerns they might have to all levels of management. We invest in occupational health care and coping at work. We create a good team spirit in order to create internal entrepreneurship. We want to ensure our employees are proactive and motivated.

## **Thanks to our employees**

We cannot thank our employees enough for all these years. We have always wanted to hire better employees than we are ourselves. As a token of gratitude, we want to offer a caring and healthy workplace that aims to take different situations in life

into account. Committed people have long careers, which is also benefiting our company through cost-efficiency.

## **We create vitality in sparsely populated areas**

We want to allow our employees to have a comfortable living environment at all of our locations. We employ local residents and support sports and cultural activities in the area.

We want people to enjoy living and feel comfortable in the places and regions where we operate and for our employees to thrive there. The region’s diverse leisure opportunities are part of this vitality, appeal and comfort. We support related activities aligned with our values.

## **You are holding our first responsibility report**

Wood stores carbon throughout its life cycle and is, therefore, a climate-friendly choice. With this report, we want to establish the climate impacts of our products and present the results of long-term calculations.

CEO **Ari Mononen**  
ari.mononen@iivarimononen.fi

# livari Mononen Group's 70th anniversary

*livari was the youngest son of a family with five children. He was born in 1907 in Ilomantsi, Eastern Finland. livari began his working career in agriculture. After the wars, he set out to tour villages with a mobile woodsaw to earn his family extra income.*

The traditional family-owned company is now headed by a third generation of Mononens. Our values and sustainable operations go back a long way. Relationships with forest owners and customers and have always been based on mutual trust. Our values have a long history.



Our  
sustainability  
pledge

*We strive for growth, profitable business and a stable financial position so that we can plan our operations in the long term. Profitable business enables us to provide employment and develop our operations in an increasingly responsible direction.*



### Taxation:

Our head office is located in Joensuu, Eastern Finland. We pay our taxes locally, where our income is generated.



### Products:

Our goal is for wood to continue to be used as a renewable raw material and for the chemicals we use to be safe.



### Product development:

We want to be part of the forefront of product development and invest in future innovation. We have succeeded in boldly combining traditional physical work with digitalization.



### Environment:

We minimise energy consumption and use as much renewable energy as possible.



### Business:

We transfer our business to future generations on a sustainable basis, more responsible than ever.



### Locality:

We provide employment and internships to young people. We help them to get started with their careers and support their studies.



### Transport:

We use lower-emission rail and ship transport to the maximum extent and are modernising our transport fleet.

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responsi-  
bility!



# Group-wide quality management systems and certificates

## ISO 9001 quality management system

The international ISO 9001 standard sets requirements for the organisation's quality management system. It is the world's best-known tool for building and developing a quality management system.

## ISO 14001 environmental management system

The ISO 14000 series of standards provides tools for managing environmental issues and improving environmental performance. The standard supports sustainable development from the point of view of both ecological and economic goals.

## We always purchase our raw materials from sustainable sources

We engage in close long-term timber trade with forest owners. We procure wood from PEFC-controlled sources. With these certified monitoring systems, we ensure that the timber entering our production for processing has been sourced from legally and sustainably managed forests.



The Group-wide PEFC certificate code is  
PEFC-COC-FIN-1518.

*We promise that our  
operations will be  
carbon-neutral with  
regard to our own  
production by  
2035.*

*We keep up with  
the times and  
make  
responsible  
decisions  
as the world  
evolves.*

# WOOD IS a renewable resource.

Wood products  
store carbon  
throughout the  
lifecycle.

Our wood products  
store several times more  
carbon than the carbon  
emissions generated in their  
production.

We are  
developing  
more ecological wood  
preservatives.

We are  
making  
our timber procurement more  
and more ecological.

We engage in close long-  
term timber trade with  
**forest  
owners.**

With the  
**PEFC-**  
**certified**  
monitoring system, we  
ensure that the wood  
to be processed comes  
from sustainably man-  
aged forests.

We always purchase  
our raw materials  
**responsibly.**



# Soil decontamination project at the Höljääkkä impregnation plant

*A multi-year project to remediate the storage areas of Scanpole Oy's Höljääkkä impregnation plant in Nurmes, Finland began in May 2019. A total of seven hectares of production and storage areas of the impregnation plant will be remediated. At the same time, a vast amount of soil has been replaced and decontaminated.*

The large-scale project will revise the infrastructure of the plant area to ensure safe and more ecological operations. In spite of extensive construction work, the operation of the impregnation plant has continued normal operations throughout the work.

## **Cooperation with the environmental authorities and previous owners of the impregnation plant**

“The Höljääkkä impregnation plant has been in operation for more than 60 years and hazardous substances have been released into the soil – probably most in connection with a fire that raged 40 years ago. Old-fashioned processes and practices have also played a role. Today, the operations comply with



*The condition of soil and groundwater in the area has been monitored for more than 30 years. As the construction site progresses, the condition of runoff and groundwater will be monitored intensively.*



up-to-date laws and regulations to ensure safe operation,” says Technical Director **Sami Lehtoranta**.

By decontaminating the soil, we want to take responsibility for the environment and enable the continued operation of the impregnation plant in North Karelia. Scanpole Oy, together with the previous owners, is responsible for the costs of the remediation operation.

“Now that thousands of cubic meters of soil have been decontaminated and watertight product storage areas and rainwater collection systems have been built, the conditions for responsible operation are good,” Lehtoranta says.

The final phase of the remediation project will focus on the environment of the impregnation plant building, which will be the most challenging task in the entire project. Production will run normally throughout the project.

**The project will be completed in autumn 2022.**

Technical Director, **Sami Lehtoranta**  
sami.lehtoranta@iivarimononen.fi

# Cooperation with HKK-Kuljetus began 47 years ago

*“My father Reino was a truck driver. He was transporting timber in Kainuu when Iivari was there purchasing timber,” Heikki Kananen, the second-generation entrepreneur of HKK-Kuljetus, reminisces.*

Iivari Mononen had seen a pole transport truck in the forest, so he had gone to have a chat whether Reino could also transport the poles for him. Back then, there was only one pole truck. Now, they operate seven.

Generation changes have not gone quite at the same pace, but both companies are already in the third generation of cooperation.

“As for Iivari’s son Arvi, I remember that he once said, ‘you transport those poles when I make them.’ The agreement that concluded there on a stump has been held ever since,” Heikki recalls.

It is indicative of mutual trust that HKK-Kuljetus has dared to make even large investments in its transport fleet on the basis of a verbal agreement.

“There are quite long marriages, too, after all. I guess that it will continue for as long as both parties are satisfied,” Kananen suggests.

“The mutual understanding and the desire to develop are what keep us together,” says Saana Kananen. Both companies want to be among the best in their fields.

## **The transport sector is governed by thousands of laws and regulations**

Legislation and authorities regulate the activities of transport companies to a great extent. There are many regulations relating to the environment and well-being at work. Companies also have their own requirements. A transport company can be subject to up to 8,000 legal provisions, and HKK-Kuljetus also has its own sustainability plans.

“I hope that we can work together for 50 more years and reach yet another generation. Let’s see where we are in 50 years from now,” says Heikki, confident of the future together. Iivari Mononen Group also wants to continue the cooperation, generation after generation. Mutual trust supports the cooperation.



*Pressure to reduce the environmental impact of logistics is constantly increasing. Customers want their deliveries to be transported with low emissions.*

## Scanpole strives for continuous

# development

## of sustainability

*In the field, control and legislation are both strict and functionally demanding. New obligations are regularly imposed to protect the environment and workers. Finland has had demanding practices and permit processes for years. The situation in Norway is very similar, as they follow the development of EU legislation. In the United Kingdom, the post-Brexit requirements are very much in line with those of the European Union, although the UK is ahead of the others in occupational safety.*

We are moving towards, perhaps, the most significant turning point in our industry. In the future, we will focus on the introduction of new, safer preservatives in all our plants. The challenge is huge and the transition period is, at least, five years.

Recently, we have made significant investments in our production plants. All new equipment and machines have been

investments in the environmental and occupational safety. We will continue to choose increasingly ecological machines and renew our machinery fleet by using state-of-the-art technology.

### Monitoring the chain of custody of wood

Our raw wood material is PEFC-certified, which ensures that the wood comes from legal and authorized sources. We also offer our customers FSC-certified goods from our Kirkenær plant, but rarely customers require both certificates. In our main supply areas in the Nordic countries, it is easy to source sustainable raw materials, as almost all forests are certified.

### Healthy retirement

We continuously pay attention to occupational health and safety by developing both working conditions and methods. Our employees still work a lot while exposed to the elements, so a great deal remains to be done in terms of working conditions.

The impregnation process itself is a closed process, so exposure to chemicals during it is very limited. After impregnation, it is possible to handle the timber safely by means of diverse protective equipment and advanced working methods.

### To me, sustainability means

To me personally, sustainability means that every morning I wake up thinking about how to develop our operations. Business, employee safety, cooperation and many other areas need to be developed. If we do not act in a sustainable and responsible way, our future will not be profitable. I believe that investments in responsibility will always pay themselves back in some way.

Managing Director **Janne Monni**  
janne.monni@scanpole.com



Chief shop steward Esa Puumalainen has

# stayed with the company for 14 years

*Chief shop steward and impregnator Esa Puumalainen started his career with the company already in 2008. He commends the company for there being a lot of freedom involved in the work and that there is trust on both sides. Puumalainen's work includes pole handling, maintenance and mounting tasks and operating hydraulics and pneumatics.*

“There are the Christmas parties, Christmas presents and ice fishing competitions,” says Puumalainen about the best aspects of the family business. The Group’s desire to care for its employees is also conveyed to him.

The chief shop steward’s responsibilities include wage negotiations, so it goes without saying that there will even be tough negotiations on the terms and conditions of employment contracts and working conditions. In return, the right to self-determination and the freedom to do one’s work in one’s own way increases the appeal of the work.

## Occupational health is also a personal responsibility

Puumalainen works as an impregnator. The poles are treated with a wood preservative called creosote. Creosote is a coal tar distillate that contains several chemical compounds, some of which are harmful to humans. For this reason, safety at work and the right protective equipment are of paramount importance.

“The Mononens have always intervened if any hazards have been seen in production. The accumulation of creosote in the body is monitored regularly,” Puumalainen says.

He says that he is not afraid of the accumulation of creosote, even though the values in those handling creosote products may sometimes be elevated. He is more concerned about the burden of three-shift work, even though Puumalainen thinks that he has already adapted to it. “I do fall asleep whenever I lie down,” Puumalainen describes his talent for sleeping.

“A lot depends on your own behaviour. After the shift, we always take a shower, change clothes and the premises feature a sauna that’s always heated,” Puumalainen says. If monitoring shows that

creosote levels are rising too high, an intervention will take place. Work and protective equipment is available by request.

## Occupational health care is organised locally

As a rule, occupational health care is well organised and available locally. Of course, services are more limited in a smaller municipality. However, the occupational health care provided by the employer is very comprehensive and generally works well. A referral to a specialist and follow-up examinations is also always available, if necessary.

## A few years left before retirement

“I am dreaming of getting an Airedale Terrier and training it in search and tracking when I retire. I am also dreaming of a motorhome,” Puumalainen says.

Puumalainen has yet to decide when to retire. He is active man and fit. Running and skiing have become an outright obsession. “I’ll feel worse if I don’t,” Puumalainen laughs out, committed to retiring in good health.

# PERFORMANCE DATA

	Unit	2019	2020	2021
Turnover	EUR million	42,5	47,8	49,6
Number of employees	Number	90	117	117
Share of women of the total number of employees	%	13	11	12
Share of women of Board members	%	0	0	0
Sick leaves	%	4,8	6,8	6,8
Number of work accidents (sick leave argument)	Number	0	4	3
Hazardous waste 1)	kg/m <sup>3</sup>	1,41	1,43	2,41
Non-hazardous waste	kg/m <sup>3</sup>	1,09	0,83	0,37
Energy intensity (fuels, electricity, district heating, biomass) <sup>2)</sup>	Mwh/m <sup>3</sup>	0,297	0,276	0,286
Water consumption	m <sup>3</sup> /m <sup>3</sup>	0,15	0,13	0,14
Climate impacts				
Scope 1: Direct emissions from fuels of own operation	tCO <sub>2</sub> e	1 819	1 755	1 951
Scope 2: Purchased energy	tCO <sub>2</sub> e	805	758	328
Scope 3: Purchased materials	tCO <sub>2</sub> e	6 624	8 250	10 964
Scope 3: Transporting incoming materials	tCO <sub>2</sub> e	2 713	4 864	7 120
Scope 3: Waste	tCO <sub>2</sub> e	191	243	412
Scope 3: Business travelling	tCO <sub>2</sub> e	118	64	46
Scope 3: Home-workplace travelling	tCO <sub>2</sub> e	39	45	49
Scope 3: Special projects (Pima-project at SPOY)	tCO <sub>2</sub> e	3 976	0	35 814
Total fossil emissions from normal operations	tCO <sub>2</sub> e	16 285	15 979	20 869
Amount of biogenic carbon stored to end products	tCO <sub>2</sub> e	58 424	73 421	116 020
Amount of fossil carbon stored to end products	tCO <sub>2</sub> e	12 317	12 733	32 074

- 1) The main source of hazardous waste is impregnated wood recycled for energy.
- 2) The main source of energy is renewable wood biomass, which is used in power plants and drying.

Scope 2 emissions have been significantly reduced by **SWITCHING THE SOURCE OF ELECTRICITY TO A RENEWABLE OPTION.**

The carbon footprint of our own operations has decreased during the comparison period, even though our business has grown. (Scope 1\* and Scope 2\*)

## MANAGING THE EMISSIONS OF MATERIAL DELIVERIES WILL BE OUR NEXT MAJOR TARGET FOR DEVELOPMENT.

In this regard, we will cooperate with our raw material and logistics suppliers, for example.

Scanpole's poles, blocks and fence products store about **7 TIMES MORE** carbon than their production causes fossil emissions.

The summary of Scanpole's results shows that we **DELIVER** climate benefits to our customers.

# PrimaTimber's impregnated timber is long lasting

*PrimaTimber produces pressure-impregnated timber products for yard construction and planed timber products commonly used in construction. Chemicals used in production must be handled with care and in accordance with the instructions and regulations laid down for them. The work is supervised by both the Regional State Administrative Agency and the Safety and Chemicals Agency. There must always be a willingness to improve responsibility.*

## **Customers' sustainability requirements must be met**

Society is changing and our customers are facing increasingly stringent requirements. In order to keep up with the competition, the requirements must be met.

In the past, the requirements focused mainly on responsible raw material sourcing in the form of PEFC certification, but nowadays our customers are increasingly concerned about the

safety and source of products. The products must also comply with all the laws, standards and regulations imposed by the EU.

## **We have made extensive investments in production plants in recent years**

All of our investments are also subject to government requirements. Their tightening also encourages us to anticipate future requirements.

New warehouse buildings were built at our impregnation plant in 2015–2018. The investments were planned with environmental considerations in mind. We made a number of improvements related to the transport and reception of the preservatives and the handling of fuel. New warehouse buildings have been built for the storage of the products, keeping the finished products protected from weather until their transport.

In a groundwater catchment area, it is essential that the gravel fields are paved, which prevents any chemical run-off after impregnation into the soil. In 2021, we also started an investment programme for the planing mill, in which, among

other things, the infrastructure of the production site was rebuilt. There were two drivers: the scale of the operations has changed and the requirements have tightened.

When designing the new buildings, we reviewed how they fit into the surroundings. For a long time, we considered what kind of image we want to give of ourselves, because we operate in an urban area. We wanted to create facilities that reflect what we are as a company. All places are kept tidy and in compliance with regulations.

## **Occupational safety is caring**

Occupational safety is an integral part of all our operations. The Regional State Administrative Agency carries out regular inspections of our production facilities. Occupational safety also involves a lot of investment needs. Increasing the safety of production lines continues as the shortage of components has slowed down the pace of renovations made.

Externally imposed requirements challenge us to continuously develop our ways of working. Safety requirements can change

at any moment, so we must also be prepared to change our operations.

“Responsible operation is in our DNA, as it is a prerequisite for long-term operations. We want to leave a well-managed business to future generations.”

Managing Director **Joni Nousiainen**  
joni.nousiainen@primatimber.fi

## Plant rescue drills

We regularly conduct rescue exercises with employees and local emergency services. Our production facilities are classified as demanding sites for rescue operations, so exercises are a means for both emergency services and employees to improve their competence in the event of an accident. Wood and chemicals require extreme care in rescue and extinguishing work.

## Pieni kulkija project helps to protect the school journey

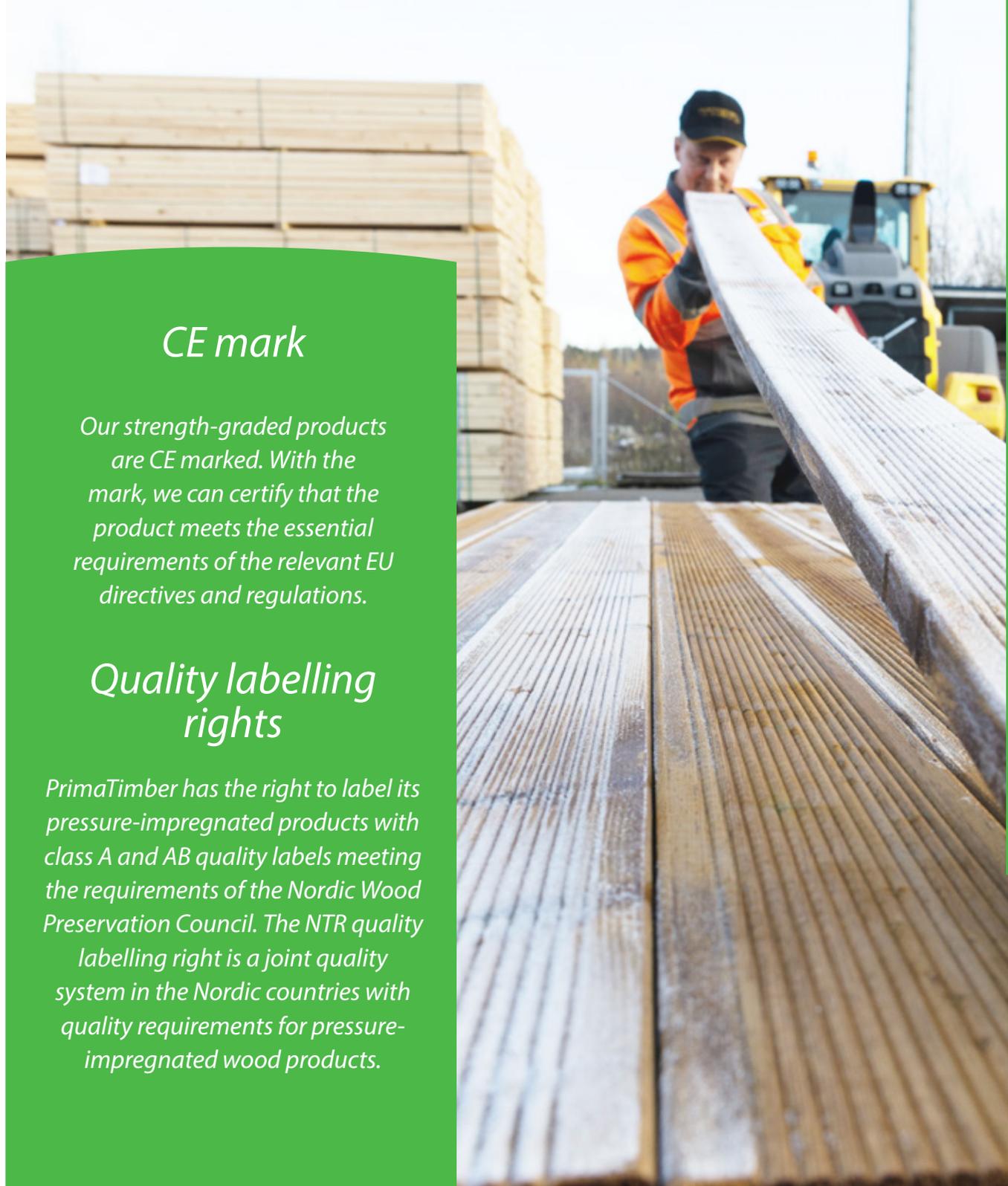
One of the PrimaTimber offices is located at the deep-water harbour and the other in the middle of a residential area in Joensuu. At close proximity to the production plant, there is a primary school and a daycare facility. This poses challenges with heavy traffic. The urban location's crossing provides access towards two directions. Traffic to the production plant has been diverted away from the primary school, and we have been active in developing traffic arrangements in the area together with the city. We review the recommended driving routes with our partners, and have distributed LED vests to small primary school pupils to wear for school trips.

## CE mark

*Our strength-graded products are CE marked. With the mark, we can certify that the product meets the essential requirements of the relevant EU directives and regulations.*

## Quality labelling rights

*PrimaTimber has the right to label its pressure-impregnated products with class A and AB quality labels meeting the requirements of the Nordic Wood Preservation Council. The NTR quality labelling right is a joint quality system in the Nordic countries with quality requirements for pressure-impregnated wood products.*



# From summer intern to Managing Director

*livari Mononen Group supports long careers with the company. Joni Nousiainen's upward career began already in 2007 with a few summers at the impregnation plant. Nousiainen worked summers alongside playing Finnish baseball and studying.*

“My first summer job was as an auxiliary at the impregnation plant. I did all kinds of jobs, starting with sweeping the yard. From there, I gradually moved to various production jobs to drive a wheel loader and a forklift truck,” Nousiainen says.

“I wrote my University of Applied Sciences thesis on drying poles for Mononen. When I graduated in spring 2009, I asked Ari Mononen for a job. Ari then said frankly that there is nothing for you at the moment, but work somewhere else next winter and come back in a year,” Nousiainen recalls, and the promise was kept.

Nousiainen has worked as a product manager, worked in production control, sales and purchasing positions and international sales positions around the world. At the highest, he had 150 travel days a year selling Scanpole poles. In 2017, Nousiainen became the Business Director of PrimaTimber.

**In a family-owned company, the hierarchy is low, you can talk straight and decisions are made quickly**

“We had a frank discussion with Ari Mononen about the future of the company on the Mononens' terrace. At that time,

we were living in the Helsinki region. The Mononens and I have always been pretty straightforward with each other. I suggested that I take over PrimaTimber,” recalls Nousiainen.

There was one condition for the position as Managing Director: the position is in Joensuu. Moving back home seemed natural at the time, considering my family's situation. After the discussion in April 2018, the Board of Directors made the decision by June.

“To my mind, the strength of the group is that whether you are the Managing Director or a production worker, there are no foxholes or ivory towers. There's a certain earthiness in the company. This is something that I also appreciate,” Nousiainen says. The doors are always open for discussion.

When asked about a possible retirement post at Mononen, Nousiainen comments that much has already been achieved, but that much remains to be done. I'm attracted to the home region and the pleasant work. The work is still unfinished.

## INDUSTRY INTEREST GROUPS

In addition to his day job, Joni Nousiainen is on the Boards of Directors of the Finnish Wood Preserving Association (Kestopuuteollisuus ry) and the Nordic Wood Protection Council. Interest groups represent the interests of companies specialising in wood protection with responsibility for uniform quality control and criteria in the field in Finland and the Nordic countries in general.



We want to help our employees develop. It is vital to us that people enjoy working and have long careers.

	Unit	2019	2020	2021
Turnover	EUR million	22	23,7	27,7
Number of employees	Number	20	22	24
Share of women of the total number of employees	%	5	9	8
Share of women of Board members	%	0	0	0
Sick leaves	%	3,5	7,5	10
Number of work accidents (sick leave argument)	Number	0	1	1
Hazardous waste	kg/m <sup>3</sup>	0,01	0,004	0,02
Non-hazardous waste	kg/m <sup>3</sup>	0,05	0,86	1,58
Energy intensity (fuels, electricity, district heating, biomass) <sup>2</sup>	Mwh/m <sup>3</sup>	0,038	0,028	0,036
Water consumption	m <sup>3</sup> /m <sup>3</sup>	0,226	0,173	0,165
Climate impacts				
Scope 1: Direct emissions from fuels of own operation	tCO <sub>2</sub> e	142	139	238
Scope 2: Purchased energy	tCO <sub>2</sub> e	185	107	45
Scope 3: Purchased materials	tCO <sub>2</sub> e	2 964	3 411	3 096
Scope 3: Transporting incoming materials	tCO <sub>2</sub> e	472	710	926
Scope 3: Waste	tCO <sub>2</sub> e	3	27	46
Scope 3: Business travelling	tCO <sub>2</sub> e	25	9	7
Scope 3: Home-workplace travelling	tCO <sub>2</sub> e	9	3	8
Scope 3: Special projects	tCO <sub>2</sub> e	0	0	0
Total fossil emissions from normal operations	tCO <sub>2</sub> e	3 801	4 408	4 366
Amount of biogenic carbon stored to end products	tCO <sub>2</sub> e	64 029	68 746	61 619
Amount of fossil carbon stored to end products	tCO <sub>2</sub> e	0	0	0

The summary of PrimaTimber's results shows that we deliver climate benefits to our customers. Scope 2 emissions have been significantly reduced by switching the source of electricity to a renewable option.

## Objectives for the near future

Our future aim is to reduce waste from production, such as **PACKAGING PLASTIC**, or replace it with other alternatives.

**WE NEED TO FURTHER DEVELOP** cooperation on logistics and emissions with stakeholders.

During the COVID-19 pandemic, sick leave rates increased, but **ATTENTION MUST BE PAID TO REDUCING THEM** and doing everything we can as a company.

**WE HAVE SUCCEEDED** in improving occupational safety and avoiding accidents at our production plants.

PrimaTimber's timber products store about **14 TIMES MORE** carbon than their production causes fossil emissions.

# Occupational safety is important in demanding working conditions

*Our products are solutions for electricity transmission, lighting and telecommunications networks. In practice, this means that the safety and well-being of employees is at the heart of our responsibility. Our fleet has been upgraded to low-emission vehicles and we are experimenting with electric tools in our work.*

In addition to municipalities and network companies, we also serve housing companies and commercial properties nationwide by offering charging services for electric cars. We have been designing, building, inspecting and maintaining infrastructure networks for more than 30 years.

## **We invest in occupational health and safety every day**

Our technicians deal with electricity on a daily basis in demanding conditions and at the mercy of the weather. Electrical and occupational safety must be taken into account at

At Exsane, safety is not only the reactive, but continuous identification of hazardous situations, planning work tasks in advance and looking for hazards.

all times in our work. We produce a monthly safety report that covers safety observations, incidents and other deviations.

Currently, we are focusing on a safety observation campaign and rewarding new safety-promoting development ideas. Safety observations are issues that require our attention, and by solving them we can create safer working environments. Observations are recorded and analysed.

Our ERP system continuously collects observations concerning the environment and assesses risks. Risks identified in the safety observation statistics are assigned to a partially controlled or, at worst, uncontrolled state. Measures to reduce the level of risk are being developed continuously.

Issues that emerge during safety walks and safety observations are raised at monthly safety briefings for discussion for both in-house technicians and subcontractors.

### We cut down on unnecessary driving by rationalising our driving routes

Our everyday work management takes place in the Autori system. The system is used for providing the technicians with work tasks and reporting on the tasks performed.

In addition, complaints, safety observations, site protocols etc. are recorded in Autori. The data is transferred to the map with location data and photos. With the system, we allow employees to move to work locations by using the shortest route, which reduces unnecessary driving and fuel consumption.

Autori features an interface with the fleet management software, and the system shows the locations of all Exsane vehicles on a map by using vehicle locators, so that the transitions from one site to another can be optimised to be as short as possible.

### We are applying for ISO 45001 certification

The ISO 45001 standard concerns occupational safety and health management. Our goal is to improve the health and safety of employees by preventing occupational accidents and incidents.

We aim to develop a culture that further improves health and safety at work, encouraging employees to work actively for their own health and safety.

Our IMS management system already features all capabilities required for the standard, and it guides the management work, our operations and the quality of our activities. An external audit of the standard has already been commissioned.

### Involved in future solutions

The world is going through a major energy transformation in which we are involved. Fossil fuels are declining and this will result in changes to the network infrastructure. Finland already has a lot of renewable energy. Finland has wanted to be self-sufficient in energy for a long time, and now the timetable will accelerate. In the future, it will be even easier to sell electricity back to electricity companies. Even private

energy producers can transmit power to the grid for those in need to consume it. Bidirectional energy transmission to and from the grid is the direction of development. Climate change will also create needs for an increasingly secure network infrastructure.

Managing Director **Jukka Samola**  
jukka.samola@exsane.fi

### Charging stations for electric vehicles

*We also install charging stations for electric vehicles. The increase in the number of electric vehicles will require reliable charging stations for both housing companies and public buildings in the coming years.*

*In addition, the act that entered into force in March 2021 requires housing companies, among others, to install readiness for charging stations in connection with large-scale renovations of properties.*

*I already have solar panels on the roof both at home and at my holiday home, so I can be both a consumer and a producer of electricity, says Jukka Samola, Managing Director of Exsane.*



# Security of supply profession

*The operations of our industry are guided by the Electricity Market Act. For our part, we are responsible for an uninterrupted availability of energy, so, for example, after a storm breaks power lines, we must be prepared to operate safely even in extreme emergency conditions when citizens are asked to stay indoors.*

We have prepared for incidents in normal and emergency conditions through contingency planning and by drilling exceptional and disturbance situations and by participating in the activities of major emergency organisations.

The importance of an undisturbed supply of electricity and a functioning communications network to society is constantly growing. Network companies need all the help they can get to meet their core tasks under the

One of the best moments in our work is when, after a power outage, we can turn on the lights for families whose power has been cut off. At that point, we usually get a lot of thanks.

pressure of financial challenges, increased competition and tightening operational reliability requirements.

As a specialist partner, we provide our customers with special expertise on how to solve their needs, new ideas and development steps that increase efficiency.

### Continuous training is mandatory

To work at heights, technicians must pass both a medical examination, a demonstration test and casualty lowering training.

The casualty lowering training is an exercise on lowering an unconscious or injured technician from a power transmission line support. The exercise is done from a wooden pole or a pipe and grid column. The training also includes a review of the participants' personal protective equipment, which is constantly

carried when performing installation work.

Our employees regularly participate in various training sessions. Statutory training includes first aid training, electrical safety, occupational safety and traffic safety. Our



technicians also participate in internal and customer trainings and safety walks, where every employee has the opportunity to influence the implementation of the promises of responsibility.

	Unit	2019	2020	2021
Turnover	EUR million	10	14,2	8,9
Number of employees	Number	60	67	55
Share of women of the total number of employees	%	5	6	7
Share of women of Board members	%	0	0	0
Sick leaves	%	3,1	2,7	3,1
Number of work accidents (sick leave argument)	Number	1	3	2
Hazardous waste	kg	-	-	304 202 <sup>1)</sup>
Non-hazardous waste	kg	2 010	2 209	35 438
Energy intensity (fuels, electricity, district heating, biomass) <sup>2</sup>	Mwh	2 538	2 958	1 949
Water consumption	m <sup>3</sup>	342	352	313,5
Climate impacts				
Scope 1: Direct emissions from fuels of own operations	tCO <sub>2</sub> e	474	553	374
Scope 2: Purchased energy	tCO <sub>2</sub> e	33	52	25
Scope 3: Purchased materials	tCO <sub>2</sub> e	1	6	2
Scope 3: Transporting incoming materials	tCO <sub>2</sub> e	45	30	30
Scope 3: Waste	tCO <sub>2</sub> e	1	2	374
Scope 3: Business travelling	tCO <sub>2</sub> e	34	21	21
Scope 3: Home-workplace travelling	tCO <sub>2</sub> e	48	16	22
Scope 3: Special projects	tCO <sub>2</sub> e	0	0	0
Total fossil emissions from normal operations	tCO <sub>2</sub> e	636	680	848
Amount of biogenic carbon stored to end products	tCO <sub>2</sub> e	0	0	0
Amount of fossil carbon stored to end products	tCO <sub>2</sub> e	0	0	0

1) The main source of hazardous waste is the overhead line demolition projects carried out by Exsane Oy for its customers.

## Our biggest climate impacts come from logistics

We are constantly renewing our fleet and **HAVE DISPOSED OF OLD VANS WITH HIGH FUEL CONSUMPTION.**

Our IMS management system enables us **TO OPTIMISE TRAVEL AND REDUCE MILEAGE.**

As an experimental project, **WE ARE TESTING THE REPLACEMENT OF LIQUID FUEL-POWERED TOOLS WITH ELECTRICAL TOOLS.**

# Future wood preservatives

*The longest used preservative creosote extends the service life of timber in all weather conditions and offers the longest possible service life in the most demanding applications. Future preservatives are expected to have an increasingly ecological composition. Over the next few years, we will focus on testing and introducing a new, more modern wood preservative.*

Copper oil has a better environmental and occupational safety profile than creosote. According to tests, the performance of copper oil seems to be comparable to creosote, so the situation looks promising at the moment.

Copper oil was introduced alongside creosote and a water-based copper preservative in early 2020. The new

method combines the best properties of copper preservative and creosote: efficiency and water repelling ability.

## **Wood is a renewable resource**

There are no effective preservative methods that are completely harmless to the environment or people, but the preservatives significantly extend the life cycle of wood products. The perfect method has not yet been invented, and probably never will be.

All building materials have their own areas for improvement, be they steel or concrete. Impregnated wood has undeniable advantages over other materials, as wood products bind carbon throughout their life cycle.

Managing Director **Janne Monni**  
janne.monni@scanpole.com



When it comes to sustainable development, the new preservative must also work. The product must have a long service life.

# Our future looks bright

*Our Group's operations have grown strongly over several years. Growth has been built in the long-term on a financially sustainable foundation. At the same time, our Group has already grown to more than 200 employees in four different countries.*

## **Culture and values of a family-owned company**

Our growth in recent years has come from the domestic and international markets and through acquisitions. In our daily work, this means taking into account and reconciling new cultures. New employees need information and clear communications with regard to many things that are self-evident to employees who have worked for the Group for a long time. It is important to us that all of our employees know and adopt the values and practices that are important to our Group.

A responsible and considerate working community is important in building our internal culture. Our Group has a number of different guidelines on responsibility, from recycling office paper to unloading chemical substances and refuelling. Occupational safety will continue to be important to us and will require continuous improvement. Occupational safety is taken into account in the planning of all investments.

## **Today's decisions have far-reaching implications**

The world is changing fast now, and we cannot foresee everything. No matter what happens along the way, we must always take sustainability into account in future decisions. When operations are developed as responsible as possible at all times, it improves the predictability of impacts and lays down a solid foundation for profitable, long-term operations for decades to come.

CFO **Kaj Källarsson**  
kaj.kallarsson@iivarimononen.fi

“

## **OUR VALUES**

### **Trust**

*We keep our promises.*

### **Courage**

*We believe in our objectives and carry out all operations to the end.*

### **Flexibility**

*We operate dynamically and seek the best solutions for our goals.*

### **Sustainability**

*We will leave sustainable operations to future generations.*

### **Collaboration**

*We help our colleagues and build long-term partnerships.*



The Scanpole Group calculates the climate impact according to the GHG protocol from the forest to the plant warehouse.

Full details of the GHG protocol can be found at <https://ghgprotocol.org/>.

**GHG**  
= greenhouse gas

## CARBON NEUTRALITY

Scope 1 = emissions from fuels.

Scope 2 = emissions from purchased electricity and district heating.

The fossil carbon emissions of Scope 1 and Scope 2 are

**0**

## CARBON FOOTPRINT

**Fossil carbon emissions caused by human activity.**

It can concern a company, an organisation, an activity, a product or an individual. It takes into account not only CO<sub>2</sub> emissions but also other significant greenhouse gas emissions, such as methane and nitrous oxide.

## CARBON STORE

**Carbon that is not released into the atmosphere and is instead bound in wood or other biomass is said to be in a carbon store.**

If carbon is not released fully or partially into the atmosphere during the 100-year assessment period, the portion of carbon that is not released into the atmosphere during this period is treated as stored carbon.

# 1 M<sup>3</sup>

of wood stores  
as much carbon as  
the carbon emissions of

# 350

litres from diesel.  
This corresponds to seven tanks  
of diesel fuel.

## WHISTLEBLOWING CHANNELS

*We are committed to transparency and our values. We require that all our employees comply with company law and act in accordance with both our Group's values and ethical principles. We also expect the same operating models from our key partners.*

*We all have the right and obligation to report at an early stage if we suspect that these principles or rules are violated. Our confidential Whistleblower channel provides a channel for reporting such cases anonymously. You can find the address on our website.*

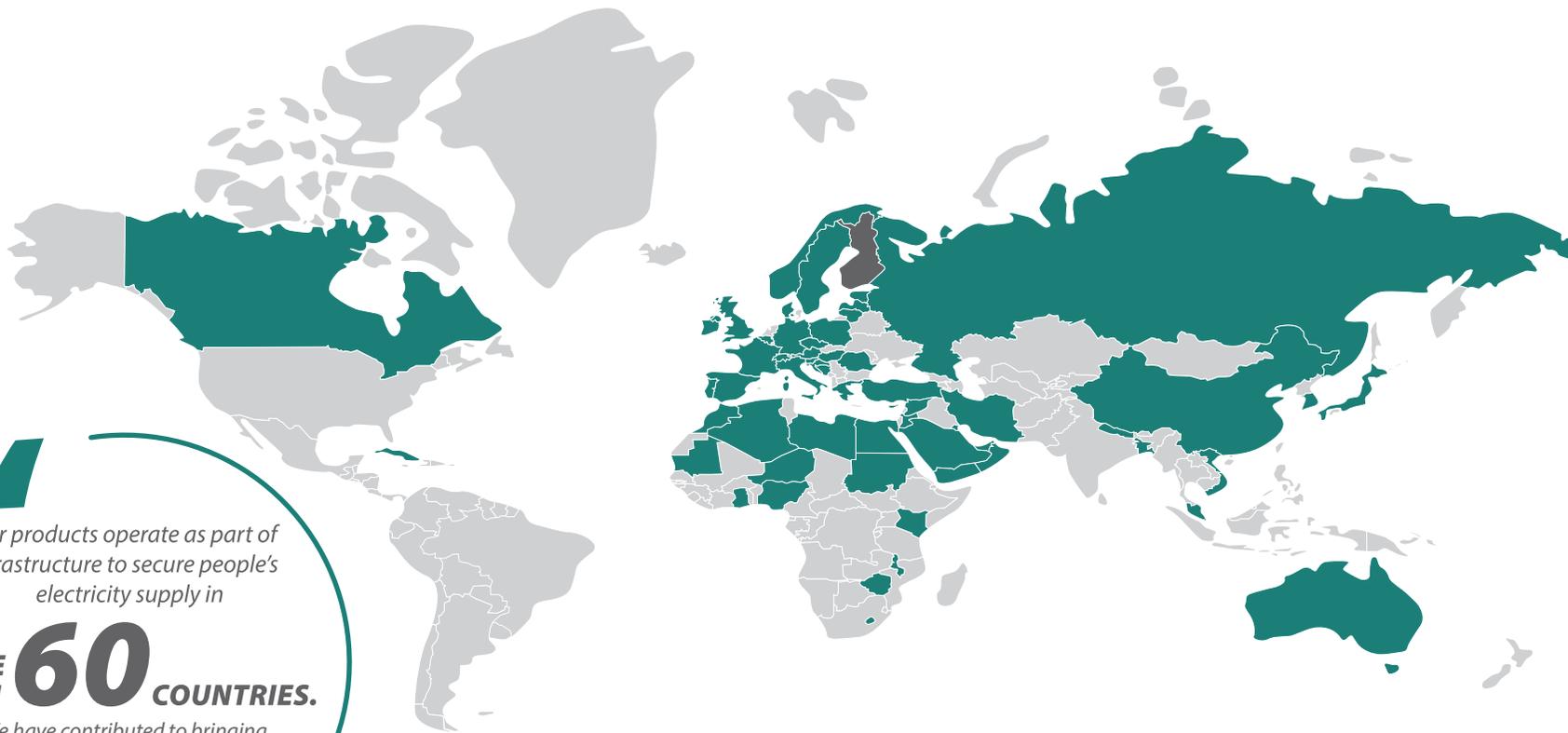
## CARBON STORE IN WOOD PRODUCTS

*1 kg of wood corresponds to 1.83 kg of CO<sub>2</sub>e (VTT-CR-04958-17/ Report to the Ministry of the Environment, Finland). Pine poles have a density of 480 kg/m<sup>3</sup> (NTR). 1 m<sup>3</sup> of pine poles and blocks contains 878 kg CO<sub>2</sub> of biogenic carbon.*

*If the products remain in use or are stored for 100 years, this corresponds to 878 kg of CO<sub>2</sub> storage. Correspondingly, if the product is used or stored for 50 years, half of its carbon content can be considered as permanently stored.*

## WOOD PRODUCTS ARE

*biogenic carbon pools and can replace  
**fossil fuels in energy  
production at the end  
of their life cycle.***



Our products operate as part of infrastructure to secure people's electricity supply in

**MORE THAN 60 COUNTRIES.**

We have contributed to bringing prosperity to developing countries and we will ensure that sparsely populated areas remain vital.



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