



Climate Action Plan 2023

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Foreword

Hawkhill is surrounded by Nuuksio National Park, in which the beauty and power of nature are tangibly present every day of the year. As we go about our daily working lives, the forest around us serves to remind us about our core principle to always act in a way that is good for people, community and nature. We feel that especially when it comes to climate and biodiversity, mitigating negative impact is not enough. We all should strive to have a net positive impact.

This Climate Action Plan incorporates all of the sustainability work we do and outlines our objectives to develop it. It also confirms our commitment to Glasgow Declaration on Climate Action in Tourism, which we hope to spread far and wide amongst businesses and organisations in the travel industry.

Best wishes from all at Hawkhill – a family enterprise.

Kaisa Ala-Outinen

Matti Ala-Outinen

Annu Huotari



Hawkhill – a sustainable family business

Hawkhill is a travel industry company offering lakeside villas for business events and holiday accommodation. For businesses, we offer a large variety of catering options. Our guests can also enjoy a selection of responsible outdoor activities in nature.

Strategy to include climate work

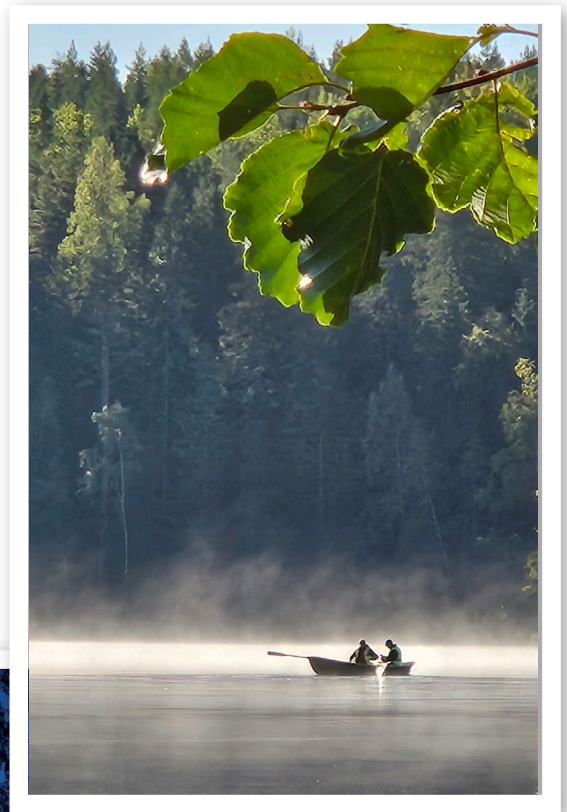
Hawkhill is a family business currently run by the third generation of owners. The three siblings grew up surrounded by the forests of Tervalampi, Vihti, long before the founding of Nuuksio National Park, which extends to the area.

People living in sparsely populated areas tend to respect nature's power – they know how to enjoy what nature offers, from wellbeing to seasonal delicacies, and seek for a symbiotic relationship with it.

Over the years, our worry over nature has been increasing. This is why we formulated this statement in our strategy in 2018:

“As a business, Hawkhill serves to participate in mitigating climate change. With our example, we prove that it is possible for a company to be financially successful and low-emission at the same time.”

From this point onward, our sustainability work became more organised and systematic – and we continue to develop it.





Measure

Measure 2023

In 2019, we calculated our carbon footprint for the first time. Every year, we develop our calculations further. SCOPE 3 emissions were our point of focus this year. We also measure electricity and water consumption of our villas, as well as e.g. firewood usage.

A more precise SCOPE 1

In 2023, we moved from our previous emissions calculator to using Hiilikuri. Hiilikuri is a Finnish carbon calculator developing and aimed at the travel industry in particular.

Changing calculators makes it slightly harder for us to compare current and previous data. However, going forward, it will significantly improve the preciseness of our calculations.

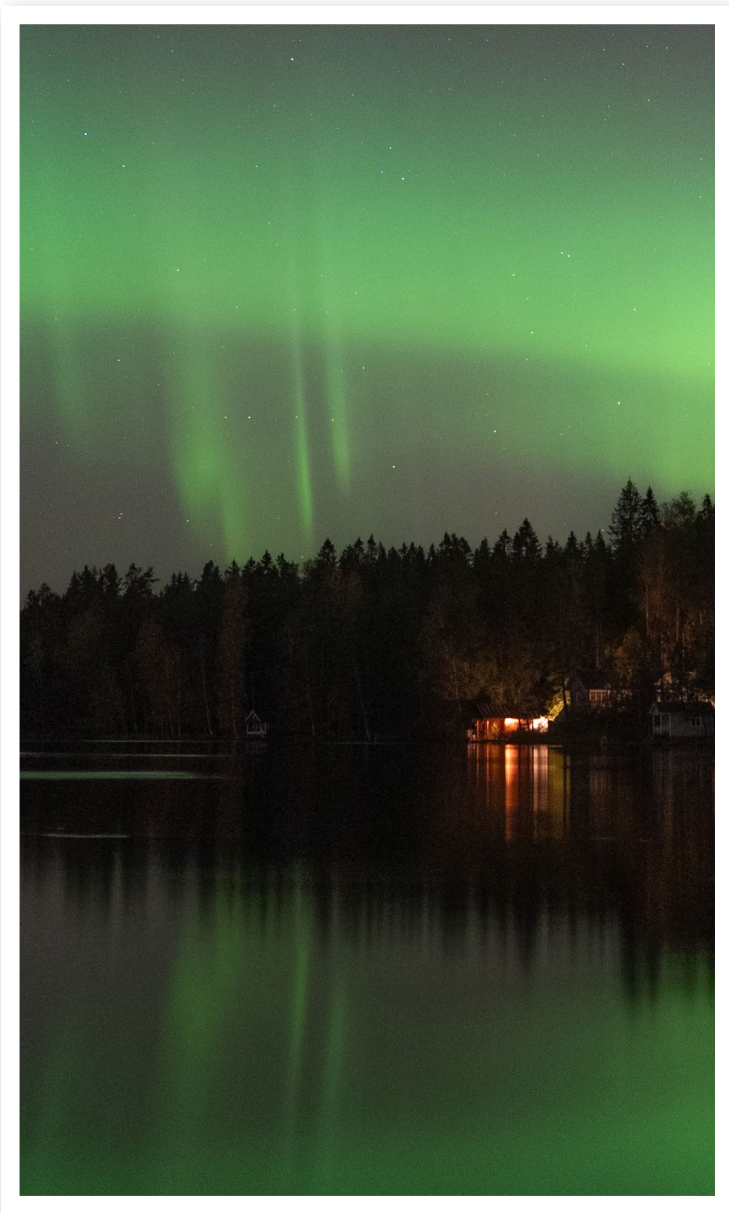
Using Hiilikuri, we were able to define our

SCOPE 1 emissions in a clearer way than before.

Hawkhill's operations produce SCOPE 1 emissions in four different ways:

- o Fuel needed in estate maintenance (651 CO₂e), e.g. tractor, lawnmowers and chainsaw. The very snowy winter of 2023 increased the emissions generated by our tractor.
- o Wood for fireplaces, saunas and open fires (5 CO₂e). By developing the way we work and advising our guests, we

GHG Protocol-based emissions	CO₂e
SCOPE 1 (direct emissions)	1,213
SCOPE 2 (indirect emissions from purchased energy)	0
SCOPE 3 (all other indirect emissions)	20,618
Total, kg CO₂e	21,831



have managed to reduce the need for firewood without any impact on our operations or customer experience.

- Emissions from refrigerants related to the operation (325 CO₂e).
- Internal goods transportation within the operation (232 CO₂e), e.g. between the kitchen and the cottages. In 2023, two fully electric vans have been in use. The emissions are generated by the third van that uses diesel. Its mileage has been reduced by quite a bit, from 10,000km in 2022 to 1,000km in 2023.

SCOPE 2 emissions are zero

The electricity used by Hawkhill comes entirely from nuclear energy, which the Hiilikuri calculator considers to be emission free.

We still measure our electricity usage

with an aim to reduce it every year.

Developing SCOPE 3 calculations

The optional SCOPE 3 calculations form the most complex part of emission calculations. As a company adds more items to their SCOPE 3, its carbon footprint grows. It looks less impressive, but it is responsible and brings the footprint closer to the truth. Ever since our first calculations, we have included e.g. food and some SCOPE 3 logistics.

We expanded and developed our optional emission calculations this year as well.

This is the first time we have included our employees' commutes in our SCOPE 3 emissions (3,527 CO₂e), which account for three cars, one of which is fully electric.

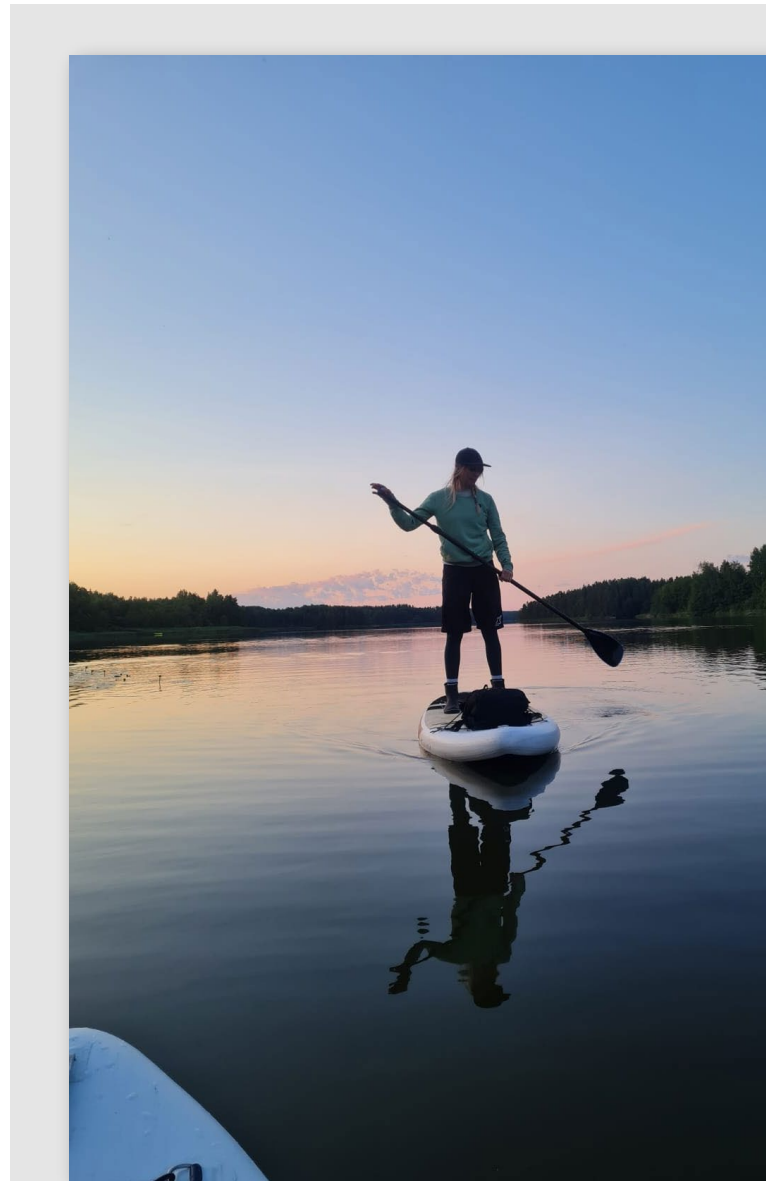
We also worked hard to make our food emission calculations more precise, however further development is needed.

Just like in the previous years, we included emissions from our food supplier partners in SCOPE 3, using figures calculated by the partners themselves. In addition, we calculated the emissions from small and local suppliers from whom we purchase e.g. game and grains. It is important to note that food generates the vast majority of our SCOPE 3 emissions, a total of 15 003 CO₂e.

SCOPE 3 also includes waste emissions, categorised.

Comparing with 2022 data

Our electricity consumption decreased 2% in 2023 compared to 2022. Our total energy consumption decreased 9.5% or 16,400 kWh. Yearly firewood usage decreased from 63m³ to 42m³. Firewood provided to customers was reduced from 150 litres to 100 litres.



2%

LESS
ELECTRICITY

9.5%

DECREASE IN ENERGY
CONSUMPTION

30%

LESS FIREWOOD
USED

Measure: objectives 2024

5%

LESS
ELECTRICITY

5%

LESS WATER PER
GUEST

5%

LESS FIREWOOD
USED

Electricity, water and wood

Our ambitious objective is to reduce electricity consumption 5% per year.

We aim to reduce firewood usage 5% from the 2023 level.

Equally, our objective is to reduce water consumption 5% every year, per one accommodating guest.

Waste reduction and sorting

We are seeking to develop a system that allows us to monitor how much waste we generate.

We are already monitoring waste amounts visually. In addition, Vihti municipality's waste disposal provider

Rosk'n'Roll provides us average weight figures from the bio and mixed waste it collects from us. We have been in touch with Rosk'n'Roll to express interest in vehicles that can weight waste, as they would generate more precise data on waste amounts.

Developing measuring practices

We are continuously looking for a way to participate in projects or collaborations that develop food carbon print calculation practices.

A student from Laurea University of Applied Sciences is calculating our "nature footprint" as her dissertation. When this is ready, we can utilise it to further improve our operations.



Decarbonise

Decarbonise 2023

Reducing emissions is expansive work touching all areas of operations. Our 2023 work is summarised under five categories: energy consumption, logistics, waste and recycling, construction and procurement, and food. Although not every action can be quantified, they all still have a positive impact.

We have compensated our emissions for every year since 2022. We will also offset our 2023 emissions, once we have identified a suitable partner providing truly additional offsetting.

Energy consumption

The previous section “Measure” details our actions and results in regard to e.g. electricity and firewood consumption.

In addition to our own actions, we encourage our guests to do their part to

save energy, as they can have a significant impact on energy consumption. For example, we have improved our spoken and verbal instructions on how to use a sauna, aiming to make water consumption and electric sauna usage more efficient.

Logistics

All the cars owned by the company are fully electric. Even though we compensate emissions generated by our operations,



we also encourage our guests that they offset their own travel emissions.

Our welcome message to our guests contains the link to our offsetting recommendation.

Our actions in 2023:

- We installed 4 new electric car charging stations to our villas, utilising old electric socket poles for car heating. We offer free electric car charging for our guests in five of our villas.
- We provide free electric car charging for our staff and subcontractors.
- In our blog, we give detailed instructions on how to arrive at our villas without a car. We have this available in English and Finnish.
- We also added information on how to arrive without a car and

and order groceries from local grocery stores to our welcome message and digital cabin folder.

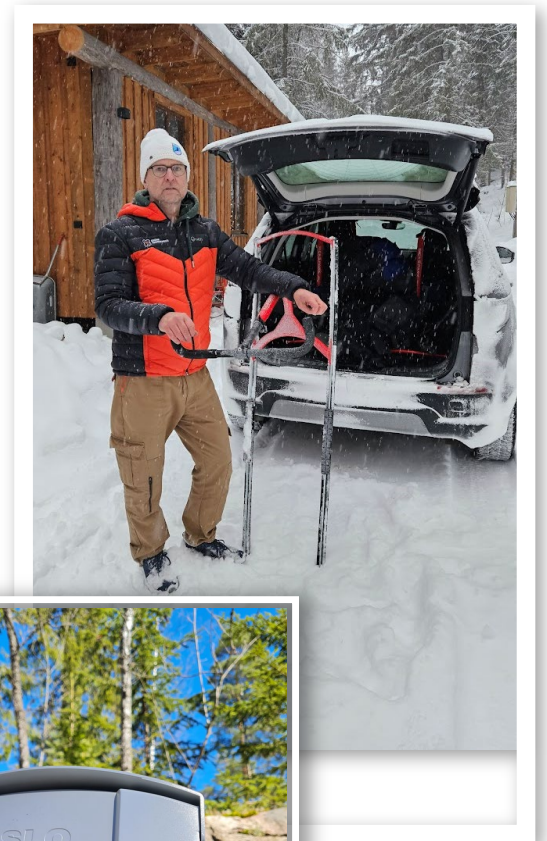
Waste and recycling

Waste can be recycled in all of our villas, and we also actively encourage our guests to recycle. In regard to waste sorting, the situation is already good: 80% of our waste is sorted.

Whenever possible, we purchase recycled furniture and textiles instead of new. For example, approximately 50% of our dining table chairs are recycled or upcycled. We acquire tableware, glassware and serving utensils from recycling centres and flea markets.

Our actions in 2023:

- We have acquired a waste sorting system in all of our storage facilities.



- Together with PolkuNuuksio, we purchased outdoor equipment and kick-sleds from a provider from Nuuksio. Besides our guests, we rent overalls and boots also to external parties.
- We have moved away from single-use seat covers in sauna to 100% Finnish linen seat covers from Lapuan Kankurit. This has reduced the amount of mixed waste significantly.
- We have added a paper collection container into the waste collecting point. Our guests can take old newspapers from it to use as tinder.

The section “Measure” mentions our objective to develop our own waste monitoring system. We are advocating for a collaboration that would increase opportunities for waste sorting and monitoring for the entire local area.



Our “borrow-it-here” concept

Hawkhill Cottage Resort has its own “Lainaamo” or “Borrow-it-here”, from where our guests can borrow a variety of equipment for free. There is e.g. fishing rods, water running belts, Nordic Walking Poles, sleds, a soot pot and pancake pan for open fire.

This concept allows us to offer a larger variety of equipment than if every villa had a separate selection. Maintaining equipment is also more efficient this way. The guests treat the equipment with more care when they are aware that the next person will be using it soon. All equipment will also have a higher utilisation rate.

Construction and procurement

According to the best of our knowledge, we always procure sustainably.

Sustainable procurement concerns the entire business operations from textiles and furniture to construction equipment and vehicles.

We buy used and renovate new whenever possible.

Responsible construction:

- We upcycle surplus materials into something we can use. We recycle everything we can.
- We buy products made of natural materials.
- We favour products with ecolabelling.
- When we need wooden materials, we use resawn timber whenever possible.

- We use locally produced materials whenever possible.
- We procure from Finnish and local providers everything we can, from services and workforce to furniture, textiles and tableware.

Our actions in 2023:

- We used old heystack poles to build ramps and bridges.
- Trees felled at the construction site of Villa Adele were used as duckboards at the Haukansuo bog.
- We made two nest boxes for birds out of leftover wood for our resort.
- Snowfall damaged the resort's main signpost, and we fixed it using old heystack poles.
- Villa Anna needed new beds, so the old ones were given to charity.



Carbon footprint of food 2023

Catering generates the majority of Hawkhill's carbon emissions. In 2023, our catering business grew over 30% based on the number of meals served. This is why much of our decarbonising effort focuses on food and food waste.

Our actions:

- We have increased the use of lake fish and vegetables, reduced game meat and introduced a vegetarian/vegan option to the menu. We make use of seasonal produce.
- We use mushrooms and berries that we've foraged ourselves in our dishes, and we generally use berries that are domestic.
- We have reduced the variety of purchased goods and utilise the same products in different ways across the menu.
- We have shifted from buffet service to plated service, and we carefully control portion sizes for all ingredients.
- We refined the portion sizes for the self-service breakfast, minimised its waste, and guide guests in this regard.

Our results:

- With the shift to plated service, food waste from dinner has dropped to almost zero. Previously, in buffet service, up to 30% of desserts or sides could go to waste.
- At lunch, we calculate portion sizes based on experience from previous years, and we have nearly achieved zero waste for this as well.
- We use coffee from Cafetoria Roastery, sharing the fascinating story of their coffee with our guests and encouraging them to brew fresh coffee only as needed. This ensures that the quality of the product is appreciated, while also reducing the amount of coffee waste.

Decarbonise: objectives 2024



Energy consumption

We will install air source heat pumps in Villa Anna and Villa Eino. We will integrate the Optiwatti heating control system with the Moder booking system and install Optiwatti in Villa Armas. The heating control system receives information from the booking system about when the cottages are occupied. After integration, the temperature in unoccupied cottages can be automatically reduced.

Logistics

We are exploring the possibility of introducing company bicycles. We will start a partnership with Omago, which has hundreds

of shared cars in the Helsinki area. We will look into the possibility of recommending the use of Europcar's electric vehicles to our arriving guests.

We will increase communication about how to get here by public transport and about the availability of electric car charging points at the villas.

Waste and recycling

We will investigate ways to reduce the amount of waste generated from napkins in catering services e.g. by reducing their size or introducing cloth napkins for dinner use. At times, we already use cloth napkins for our Forest Restaurant's dinner events.

Construction and procurement

We continue to operate in accordance with our sustainability principles, favouring reuse and utilising surplus materials in various ways whenever possible.

We are constructing a feeding area for deer and elk at the Haukansuo bog.

Carbon footprint of food

We will continue with our well-established system of three seasonal menus. We will further reduce the proportion of game meat and monitor the quantities of meat purchased.

We do not purchase fruit or vegetables that come from outside Europe, with the exception of bananas.

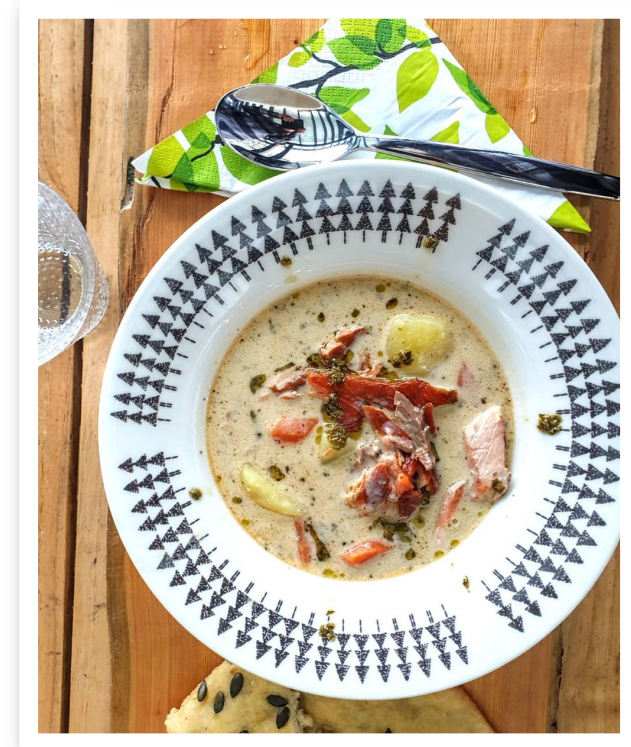
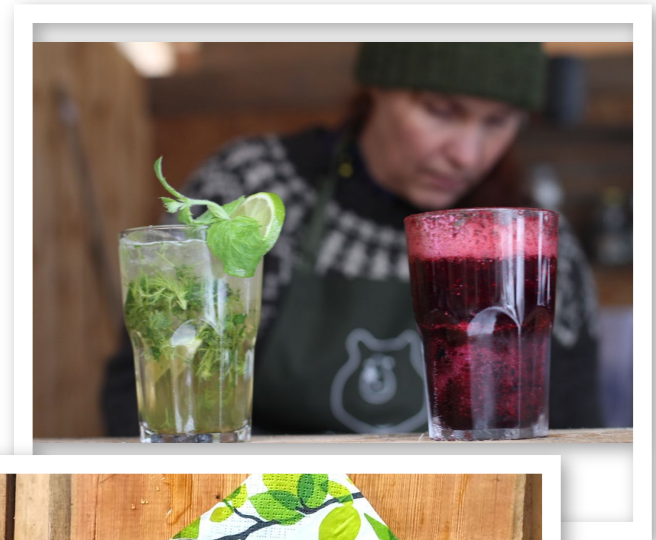
We will pay even more attention to the country of origin of products.

We achieved good results for reducing food waste, and going forward we will continue to monitor this progress as well as aim to develop a system to track it more accurately so that we can obtain comparable data on waste reduction.

We will base at least part of our calculations on portion cards, allowing us to learn more about how our choices affect food waste. This also allows us to inform our guests about the carbon footprint of food waste and how it can be reduced.

We will strive to achieve the most accurate reading possible in terms of serving calculations.

We did not find a suitable calculation system for a small business in 2023, but we will continue engaging in developing one where possible.





Regenerate

Beautiful, vibrant Hawkhill

Regeneration work is always based on an extensive understanding of the area's biodiversity. This is why we commissioned a biodiversity assessment of our lands in 2023. The assessment lists different habitat types along with their species, provides guidance on restoration, and supports the development of regenerative tourism.

Forest, bedrock and bog

Natural succession has begun on our forest plot following thinning. No clearing has been done, and as a result, the thicket provides shelter for grouse. In keeping with practices of the time, the bog, classified as a fen, was drained in the 20th century. It has now been restored by closing the ditch line, making it a beautiful destination for excursions.

The bedrock and its forest ridge are valuable as such, as they form a diverse landscape between the bog and the lake. The soil over the rocks is thin in places, so staying on the paths protects the sensitive vegetation.

Culturally valuable meadows and fields

Natural pastures and traditional biotopes are valuable habitats. We are restoring our meadow year by year through grazing and the removal of invasive alien species.

Our field is one of the oldest ones in the area. Its history is typical of the Finnish cultural landscape: a meadow formed on wet ground was initially used for grazing and hay collection, and later the area was converted into arable land. We are also restoring the field back to being part of a meadow landscape.

Regenerate 2023

Hawkhill looks after local biodiversity, developing operations continuously towards a more regenerative approach. We will never introduce alien species. We maintain a network of trails so that our guests stay on them, preventing erosion. We do not commercialise or sell the area's plants, animals, or anything else. We encourage enjoying nature without disturbing it at all.



2023

Grazing to help restoration

The restoration process of the meadow on our land, which began in the summer of 2022, progresses further every year. We have expanded the area grazed by sheep.

Overgrowth and the number of lupins in the grazed area were significantly lower than in the ungrazed section.

Regenerative collaboration

In March 2023, we restored 6 hectares of the Haukansuo bog in collaboration with the Finnish state organisation Metsähallitus, turning it into a carbon sink.

In 2023, we also began working with the local lake protection association, PoTeHu (covering Poikkipuoliainen, Tervalampi, and Huhmarjärvi lakes).

In June 2023, we participated in the restoration of the estuary area of the nearby Enäjärvi lake.

We marked the trail around the Haukka-mäki hill in collaboration with property maintenance students from Kiipula, aiming to protect the delicate moss and lichen growth of the hill's bedrock. We built about 100m of deadwood fencing as a part of this collaboration, while also educating the students about the importance of insects and biodiversity.

During our Lupin Battle event in June, we cleared all blooming lupins from a 6,000 m² meadow as part of our invasive species control efforts.

We removed lupins multiple times from the cottage village and cut lupin flowers from other areas covering several hundred square metres.

Regenerative tourism

In 2023, we launched four programme products for group travel and meetings that adhere to the principles of regenerative tourism.

Ten percent of the profit from these products is donated to local food aid (see "Finance" for more details).

We planted three pollinator-friendly meadows in our cottage village.

As part of our regenerative tourism programmes, we built eight insect hotels, which have been placed in our meadow areas.

We encourage nature exploration in various ways. This year, we added a magnifying glass, along with bird and fish identification charts, to our free "borrow-it-here" service, making it easy and enjoyable for guests to study nature.

6ha

RESTORED BOG LAND

100m

DEADWOOD FENCING
TO BOOST BIODIVERSITY

6,000m²

MEADOW CLEARED OF
LUPINS

Regenerate: objectives 2024

Restoring biodiversity is often a slow-paced task requiring patience. Changes become noticeable only over a period of several years. In addition to restoring our own areas, we believe that communication and local collaboration are crucial. While climate impacts are global, biodiversity work takes place on a regional level.

Restoring our lands

- We will continue building deadwood fences in 2024.
- We will sow more pollinator meadows.
- We are exploring the use of grazing as part of the gradual restoration of our fields towards their original cultural heritage landscape as a meadow.
- We will harvest hay and dry it on traditional haystack poles so that we can use it to feed animals at our feeding site. This helps reduce the excessive nutrient richness of the hayfield and supports the vitality of forest animals during winter.

Communication and collaboration

- We will be organising Nuuksio's first Lupin Battle event, inviting all lake plateau residents and entrepreneurs to join in the effort to remove lupins from the area. The event is preceded by similar events at Hawkhill and those supported by Hawkhill in the village of Tervalampi.
- We will continue to communicate the importance of staying on the trail at Haukkamäki to protect the delicate vegetation on the bedrock. We will keep raising awareness about invasive species, including lupins and other harmful alien species.



Collaborate

Lupiinit on niitettävä nyt! – Talkoot Hawkhillin niityllä Tervalammella



Lupiinitalkoissa Hawkhillin niityllä Tervalammella Annu Huotari, Anne Heiskanen, Eeli Leinonen ja Taija Kosonen. MINNA WIGSCHERING

Collaborate 2023

Our business has been operating in the village of Tervalampi for over 60 years, and we plan to continue for at least another 60 years. We actively participate in environmental and village community activities. Our goals include enhancing the vitality of the area and developing environmental collaboration.

Sharing best practices

We inform our guests about our own history, as well as the history, nature, and traditions of the area. We treasure our cultural heritage and want to help preserving it.

The history of Hawkhill is part of Finland's post-war reconstruction history, and we have also contributed to the cottage and villa culture in Nuuksio.

Hawkhill has actively communicated its

sustainability efforts on social media channels. In 2023, we participated in 12 different events related to sustainability at educational institutions and entrepreneur gatherings, either as a speaker or panel discussion participant.

In 2023, Annu Huotari of Hawkhill was selected as Visit Finland's first Sustainability Ambassador due to the company's carbon-smart operations and Annu's work to share sustainable best practices.



Industry collaboration

We comply with legislation related to the environment, health, safety and labour, and we are involved in industry associations and organisations such as Perheyristysten liitto (family business association), Visit Espoo, Nuuksio-Lakeland ry, tourism association Vihdin Matkailu ry, Sulo ry (Finnish association for nature and programme service entrepreneurs), and Sauna from Finland ry.

Increasing inclusiveness

We began improving accessibility at Hawkhill in 2022. By 2023, we had completed several measures to enhance accessibility.

Hawkhill is part of the We Speak Gay community, with maps available in our villas. Additionally, rainbow-coloured laundry bags, key lanyards, and a gnome

playing a rainbow guitar at Haukkamäki enhance the message that everyone is welcome here just as they are.

Utilising former school kitchen

Hawkhill has rented the kitchen of Tervalampi's village hall, previously a primary school kitchen, for food preparation. As a tenant, we support the village hall by contributing to covering its costs.

Bringing light and joy

Hawkhill was one of the organisers of the LuxNuuksio light event that spread across Nuuksio's lake plateau, delighting visitors and residents. Hawkhill also came up with and organised a light event during the Venetian Festival in August 2023.

The Hawkhill Art Trail, created by local artists, was open for the second summer. We also support local artists through communication efforts.

Collaborate: objectives 2024

Engaging and sharing tips

- We will speak about sustainability at least five times a year at various events.
- We will communicate monthly about our sustainability initiatives and participate in discussions about sustainability on social media every week.
- We will organise one sustainability campaign or initiative per year to inspire businesses and consumers to reduce their consumption or carbon footprint.
- We will share 100 practical sustainability tips in English on Instagram, particularly aimed at industry colleagues.

Regional collaboration

- We will hire a local youth for summer work. We will coordinate alien species control in Nuuksio, especially in the village of Tervalampi.
- We will take on a local student for an internship. We will organise at least two school collaboration days with primary/secondary and upper secondary school students.
- We will be actively involved in the activities of the village community.
- We will help organise the LuxNuuksio light event and the Night of Lanterns in August for Nuuksio Lakeland. We will also participate in the NuuksioAid event in October 2024.



A winter night scene with snow-covered trees, a small cabin, and warm lanterns. The scene is dimly lit, with the primary light source being several glowing lanterns. One large, spherical lantern hangs from a tree branch in the center, casting a warm glow. To the left, a smaller lantern sits on a snow-covered ledge. In the background, a small wooden cabin with a snow-covered roof is visible, also illuminated by warm lights. The overall atmosphere is cozy and serene.

Finance



Finance 2023

Hawkhill is a family business in the third generation. We have decided to continue as a family business going forward as well. We do not seek quick profits. Instead, we aim for profitable business over decades.

Responsible leadership

We changed the organisational structure of our company to better suit the current business.

In this process, the shareholders agreement and other founding documents were drafted to ensure that the company remains family-owned in the future as well.

This also ensures the continuation of our sustainability work.

Employee responsibility

This sustainability report and plan are

based on a broader sustainability plan that we have created for internal use.

All owners, management, and employees of the company are committed to the internal plan. The plan has been communicated to all staff, and employees are being trained to implement it.

Every employee signs the plan to confirm their acceptance of it.

The purpose of this is to ensure that the sustainability plan engages all the staff and leadership, becoming a genuine part

of the company's operations at all levels.

Treating partners fairly

We use local providers and partners whenever possible.

We support the activities of various non-profit associations in the local area and strive to do our part in keeping the village of Tervalampi vibrant and thriving now and in the future.

We always pay fairly for work done.

We pay our partners and suppliers always on time.

We never demand excessively long payment terms from our partners and suppliers. This is the case even when the customer pays us for the same work at a later date.

Regenerative tourism products

Ten percent of the price of Hawkhill's

regenerative tourism products is donated in full to local food aid.

At the end of 2023, €500 was donated to food aid.

Charity contributions

Hawkhill participated in the NuuksioAid event that was organised by the Nuuksio Lakeland collective in November 2023, donating 25%, or €900, of the weekend's accommodation revenue to the collection.

Hawkhill also sponsored Vihti's first Vihti Pride picnic event, which was held in Nummela in June 2023, with a contribution of €400.

We made a donation to the Vihti secondary school scholarship fund. The scholarships were awarded to students who study in small groups.



Finance: objectives 2024

Continuing with sustainability

- We will continue to adhere to the sustainable and responsible principles previously decided upon.
- When planning new projects, we will always consider and respect the past.

Improving accessibility

- We will increase our understanding of various accessibility-enhancing measures.
- We will start collaborating with a travel agency that sells accessible trips.
- We will develop accessible services and accessibility according to demand.

Financial support

Our regional sustainability work largely takes place through participating in collaboration, but we also provide financial support to certain causes every year.

For example, in 2024, we are committed to providing financial support to the following:

- We will support the Huhmarnummi school ski day at VihtiSki by sponsoring the event.
- We will financially support PoTeHu's (local lake environment protection association) water protection programme.





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