

GRI content index

This report is based on GRI Standards (2016) and is in accordance with its Core option. In addition, the report includes Fennovoima's own indicators that Fennovoima has defined as material to its corporate responsibility.

The external assurance scope covers disclosures marked with an asterisk (*).

DISCLOSURE	REPORTED INFORMATION	LOCATION AND COMMENTS	OMISSIONS
GRI 102: GENERAL DISCLOSURES			
ORGANIZATIONAL PROFILE			
102-1*	Name of the organization	Fennovoima	
102-2*	Activities, brands, products and services	p. 18	
102-3*	Location of headquarters	p. 18	
102-4*	Location of operations	p. 18	
102-5*	Ownership and legal form	p. 18	
102-6*	Markets served	p. 18	
102-7*	Scale of the organization	pp. 18, 36	
102-8*	Information on employees and other workers	pp. 36, 44-46	
102-9*	Supply chain	pp. 50-51	
102-10*	Significant changes to the organization and its supply chain	pp. 36, 44-46, 50-51	
102-11*	Precautionary Principle or approach	pp. 14, 35, 47, 51-52, 58, 66	

DISCLOSURE	REPORTED INFORMATION	LOCATION AND COMMENTS	OMISSIONS
102-12*	External initiatives	p. 14	
102-13*	Membership of associations	p. 11	
STRATEGY			
102-14*	Statement from senior decision-maker	pp. 3-5	
102-15*	Key impacts, risks and opportunities	pp. 3-5, 8-9	
ETHICS AND INTEGRITY			
102-16*	Values, principles, standards and norms of behavior	p. 14	
102-17*	Mechanisms for advice and concerns about ethics	pp. 14-15	
GOVERNANCE			
102-18*	Governance structure	p. 10, www.fennovoima.fi/en/fennovoima/organization	
STAKEHOLDER ENGAGEMENT			
102-40*	List of stakeholder groups	p. 11	
102-41*	Collective bargaining agreements	All Fennovoima's employees are covered with a collective agreement.	
102-42*	Identifying and selecting stakeholders	p. 11	
102-43*	Approach to stakeholder engagement	p. 11	
102-44*	Key topics and concerns raised	pp. 3-4, 23-27, 71, 77, 83	

DISCLOSURE	REPORTED INFORMATION	LOCATION AND COMMENTS	OMISSIONS
REPORTING PRINCIPLES			
102-45*	Entities included in the consolidated financial statements	Fennovoima and Fennovoima Rus	
102-46*	Defining report topics and reporting boundaries	p. 10	
102-47*	List of material topics	p. 9	
102-48*	Restatements of information	No	
102-49*	Changes in reporting	We have included in the report our own essential indicators and left out the GRI 405 (Diversity and Equality) standard because it has not been identified as material in Fennovoima's materiality analysis. Nonetheless, we have reported the personnel's gender distribution, age structure, and types of employment contracts in the context of personnel information.	
102-50*	Reporting period	p. 84	
102-51*	Date of most recent report	March 21, 2018	
102-52*	Reporting cycle	p. 10	
102-53*	Contact point for questions regarding the report	Back cover	
102-54*	Claims of reporting in accordance with GRI Standards	p. 84	
102-55*	GRI content index	www.fennovoima.fi/en/reports-and-assurance	
102-56*	External assurance	p. 84	

DISCLOSURE	REPORTED INFORMATION	LOCATION AND COMMENTS	OMISSIONS
MATERIAL TOPICS			
GRI 201: ECONOMIC PERFORMANCE			
103	Management approach	pp. 17-18	
201-1	Direct economic value generated and distributed	p. 18	
GRI 203: INDIRECT ECONOMIC IMPACTS			
103	Management approach	pp. 17 and 19	
203-2	Significant indirect economic impacts	pp. 19-20, 80	
GRI 205: ANTI-CORRUPTION			
103	Management approach	pp. 12-14, 16, 47-48, 52	
205-1*	Operations assessed for risks related to corruption	pp. 14 and 16	
205-2*	Communication and training about anti-corruption policies and procedures	p. 15	Information is not collected regarding the Board of Directors, business partners or others.
205-3*	Confirmed incidents of corruption and actions taken	p. 16	
Fennovoima's disclosure	Compliance with Fennovoima's Code of Conduct	p. 52. Our goal in 2018 was that all our contract partners confirm their compliance with the Fennovoima Code of Conduct as part of the contract.	
Fennovoima's disclosure	Ethical assessments	p. 53. Our goal in 2018 was that ethical assessments are initiated as part of the audit program.	
Fennovoima's disclosure	Confirmed cases of gray economy	s. 53. We track the gray economy cases with the help of information recorded in the site register and the issued site access permits.	

DISCLOSURE	REPORTED INFORMATION	LOCATION AND COMMENTS	OMISSIONS
GRI 303: WATER			
103	Management approach	pp. 67-68	
Fennovoima's disclosure*	Turbidity monitoring	p. 68	
GRI 304: BIODIVERSITY			
103	Management approach	pp. 65-67, 70	
304-1	Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas	p. 70	
304-2*	Significant impacts of activities products and services on biodiversity	pp. 68-71	
304-3	Habitats protected or stored	pp. 70-71	
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by the operations	p. 71	
Fennovoima's disclosure*	Noise and dust monitoring results	p. 68	
GRI 306: EFFLUENTS AND WASTE			
103	Management approach	p. 74	
306-1*	Water discharge by quality and destination	p. 74	
306-2*	Waste by type and disposal method	pp. 72-73	Almost all construction waste fractions from the Hanhikivi 1 site are utilized either as material or in energy production, and therefore we have not reported waste types by disposal method. We have not reported any hazardous waste treatment methods because the data was not available. The spoil and rubble generated in excavation, rock blasting and dredging are used as filling and levelling material at the construction site as far as possible but we have not reported the amount or utilisation percentage of these.

DISCLOSURE	REPORTED INFORMATION	LOCATION AND COMMENTS	OMISSIONS
306-3*	Significant spills	p. 69	
Fennovoima's disclosure*	Percentage of construction waste utilization as material or energy	p. 72. Data related to the utilization of waste is provided by our waste management partners and our contractors.	

GRI 307: ENVIRONMENTAL COMPLIANCE

103	Management approach	pp. 66-67	
307-1*	Non-compliance with environmental laws and regulations	p. 66	
Fennovoima's disclosure	Compliance with environmental and water permits	p. 66	
Fennovoima's disclosure	Number of environmental observations per year	p. 66	

GRI 401: EMPLOYMENT

103	Management approach	pp. 33-37, 40-42	
401-1*	New employee hires and employee turnover	pp. 36, 44-46	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employees with temporary contract (i.e. summer) trainees are provided with lunch coupons and mobile phone for work related calls. Employees with over six month temporary or permanent contract are provided with Smartum lunch card and mobile phone benefit.	
Fennovoima's disclosure*	Results of the wellbeing surveys Työvire- ja Työyhteisövire	p. 42	

GRI 403: OCCUPATIONAL HEALTH AND SAFETY

103	Management approach	pp. 54-60	
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DISCLOSURE	REPORTED INFORMATION	LOCATION AND COMMENTS	OMISSIONS
403-1	Workers representation in formal joint management-worker health and safety committees	Fennovoima has an Occupational health and safety (OHS) committee that represents all employees of Salmisaari headquarters and Pyhäjoki office.	
403-2*	Types of injury and rate of injury, occupational diseases, lost-days and absenteeism, and number of work related fatalities	p. 61	
403-3*	Workers with high risk of incidents or diseases related to their occupation	p. 58	
403-4	Health and safety topics covered in formal agreements with trade unions	Fennovoima has a Site agreement with Rosatom and trade unions. The Site agreement states that all operators at Hanhikivi 1 construction site must comply with Finnish legislation and collective labor agreement. The agreement states that trade unions are allowed to name joint shop steward and joint OHS delegate to the Hanhikivi 1 construction site.	
Fennovoima's disclosure*	Safety observations, investigation of occupational accidents, implementation of preventative and corrective measures	pp. 58-59	
Fennovoima's disclosure*	TR and MVR index	p. 61	
Fennovoima's disclosure*	Personnel absenteeism (sick leaves)	p. 42	

GRI 404: TRAINING AND EDUCATION

103	Management approach	pp. 38-40	
404-1*	Average hours of training per year per employee	p. 39	
404-2*	Programs for upgrading employee skills and transition assistance programs	pp. 37-38	
404-3*	Percentage of employees receiving regular performance and career development reviews	p. 42	

DISCLOSURE	REPORTED INFORMATION	LOCATION AND COMMENTS	OMISSIONS
GRI 406: NON-DISCRIMINATION			
103	Management approach	pp. 40-41	
406-1*	Incidents of discrimination and corrective actions taken	p. 42	
GRI 413: LOCAL COMMUNITIES			
103	Management approach	pp. 75-77	
413-1	Operations with local community engagement, impact assessments and development programs	pp. 77-81	
Fennovoima's disclosure*	Local opinion poll results	pp. 77-79	
GRI 419: SOCIOECONOMIC COMPLIANCE			
103	Management approach	pp. 14-15	
419-1*	Non-compliance with laws and regulations in the social and economic area	p. 15	
NUCLEAR SAFETY			
103	Management approach	pp. 5-6, 21-23, 28-30	
Fennovoima's disclosure	Safety observations	pp. 29-30	
Fennovoima's disclosure	Level of the nuclear safety culture	s. 23-27. Our goal is to ensure that the safety culture of key players in the Hanhikivi 1 project is proven to be good before starting plant construction. The level of safety culture is closely monitored with various studies and audits.	

DISCLOSURE	REPORTED INFORMATION	LOCATION AND COMMENTS	OMISSIONS
Fennovoima's disclosure	Technical safety of the nuclear power plant	pp. 23-27. The indicator for technical safety is that the plant fills Fennovoima's detailed requirements.	
Fennovoima's disclosure	Documentation fo safety assessment	pp. 3, 5-6, 23. Our goal is that the key documentation for safety assessment is of high quality and completed. The indicator for this is that the documentation as a whole has been found, based on expert judgment, to clearly present safety factors and thus approved by Fennovoima.	
Fennovoima's disclosure	Implementation of the basic design, manufacturing and construction of the nuclear power plant.	pp. 3, 5-6, 23. A measure of the basic design capability from a security point of view is that it is implemented according to a preliminary safety report. Realization is ensured by design evaluations and analyzes.	