



VALTIONEUVOSTON KANSLIA  
STATSRÅDETS KANSLI

# State-owner's Sustainability programme

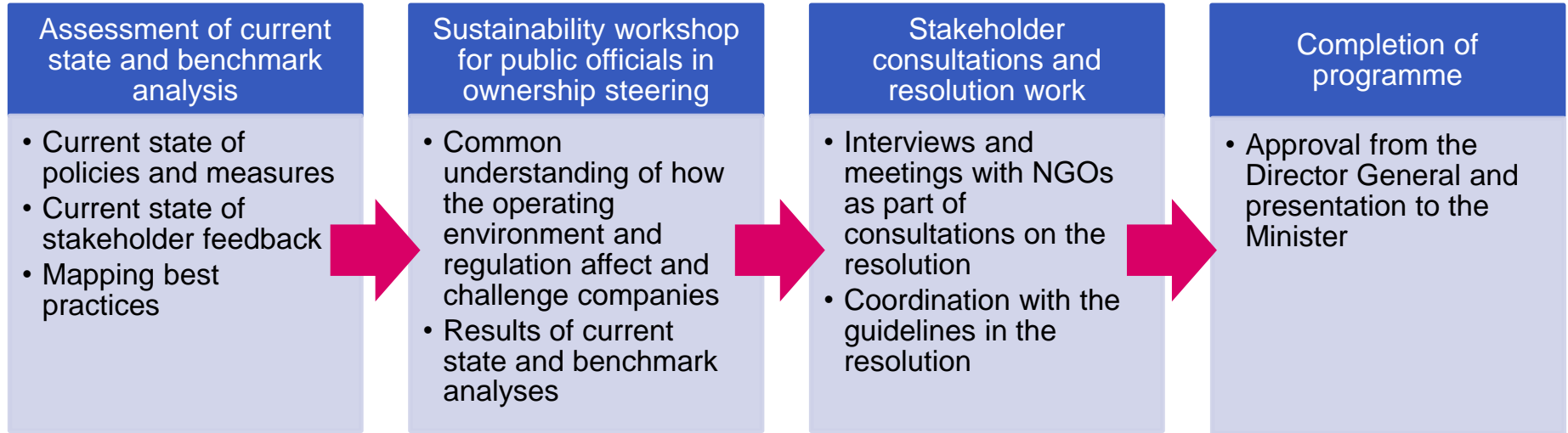
Ownership Steering Department, Prime Minister's Office  
June 2024

# Objective of the sustainability programme

- To integrate sustainability more closely into ownership steering, thereby supporting and preserving the value creation of companies.
  - The **Government Resolution on Ownership Policy** sets out sustainability guidelines and describes the State's expectations for companies in its portfolio. The **sustainability programme** is a more detailed implementation plan for putting the resolution into practice.
  - The programme includes objectives and measures for both companies and the State, and the aim is to bring a more focused and systematic approach to the State's sustainability work.
- A key objective is to improve sustainability in ownership steering and to strengthen the State's role as an expert in sustainable ownership.



# Creating the sustainability programme – process



# Main objectives of the sustainability programme

## Growing and preserving shareholder value

Climate-friendly company portfolio embracing green transition.



Companies integrate sustainability into their remuneration.



Companies act as responsible employers and seek a competitive advantage through diversity.



Companies are reducing biodiversity-related harm and increasing biodiversity-enhancing activities.



Companies assess sustainability of their own operations and value chains and ensure that due diligence is carried out.







Companies take human rights into account in their own operations and value chains and ensure that they do not violate human rights.






**A frontrunner in sustainability – both owner and companies**



# State-owner's sustainability programme 1/5

Theme	Objective	Sub-objective	KPI
	<p>Companies have measurable targets that are ambitious compared to their reference companies and an action plan for achieving them.</p> <p>Companies have science-based targets (SBTs) or some other transition plan for reducing emissions.</p>	<p>Increase in share of portfolio companies committed to science-based climate objectives</p>	<p>SBT commitments, % of portfolio</p> <p>Number of transitional plans, % of portfolio</p>
	<p>Companies take advantage of business opportunities offered by the green transition and report on this in line with the taxonomy.</p>	<p>Increase in turnover and CapEx in line with taxonomy</p>	<p>Portfolio turnover and CapEx in line with taxonomy, EUR and % share</p>
	<p>Decrease in total emissions (emission intensity) of the portfolio</p>	<p>Companies report on their emissions (Scope 1, 2, 3)</p>	<p>Emission intensity tCO<sub>2</sub>/MEUR</p>
	<p>State recognises the climate risks and opportunities at portfolio level.</p>		<p>Risks and opportunities recognised</p>



# State-owner's sustainability programme 2/5

Theme	Objective	Sub-objective	KPI
	<p>Companies reduce adverse impacts related to biodiversity and increase measures to strengthen biodiversity</p>	<p>Companies: All companies carry out risk and impact assessments and those for whom biodiversity is a material topic draw up an action plan and set targets.</p>	<p>Companies for which diversity is a material topic have:            a) drawn up a biodiversity action plan, %            b) set biodiversity targets, %</p>
	<p>Owner: Risks related to biodiversity in the company portfolio are identified and discussed with high-risk companies. Companies' activities and objectives are monitored.</p>		<p>Owner has carried out risk assessments and held dialogues.</p>
	<p>Companies integrate sustainability into their remuneration schemes.</p> <p>Companies in emission-intensive sectors introduce incentives related to climate impacts, especially in the remuneration of the company's management.</p>		<p>Percentage of companies with sustainability in their remuneration systems</p>



# State-owner's sustainability programme 3/5

Theme	Objective	Sub-objective	KPI
	<p>Companies take human rights into account in their activities, business relationships and value chains.</p>	<p>All state-owned companies recognise human rights impacts and risks and comply with the due diligence obligation in their activities, business relationships and value chains.</p> <p>Based on materiality, companies have policies, processes, objectives and action plans related to respect for human rights. Companies have a mechanism in place to initiate any necessary corrective measures and channels for reporting malpractice to impacted persons and communities.</p> <p>Identified risks and potentially escalating events are brought to the attention of the owner.</p>	<p>Human rights impacts and risks identified</p> <p>Due diligence obligation process in place</p>
	<p>The State recognises the human rights impacts and risks of the company portfolio.</p>	<p>Human rights risk assessment at the portfolio level: do companies have a due diligence obligation process in place? Dialogues with high-risk companies.</p>	<p>Human rights survey completed</p> <p>Dialogues with high-risk companies completed</p>

# State-owner's sustainability programme 4/5

Theme	Objective	Sub-objective	KPI
	State-owned companies act as sustainable employers and seek a competitive advantage through diversity (DEI).	Companies have policies, objectives and action plans related to diversity	Share of companies that have set diversity targets (%)
	Owner: Diverse board compositions	Analysis of companies' diversity objectives and board compositions.	Increase in share of women <ul style="list-style-type: none"><li>• as CEO's and as managing directors (2022: 22%)</li><li>• as chairs of boards (2022: 26%)</li><li>• at least 40% of board members (2022: 47)</li></ul>

# State-owner's sustainability programme 5/5

Theme	Objective	Sub-objective	KPI
	Companies continuously assess the sustainability of their business partners and value chains and ensure compliance with the due diligence obligation.	Companies carry out risk and impact assessments of their value chains (working conditions, environmental damage, human rights, competition, taxation, anti-bribery and anti-corruption measures).	Impacts and risks identified  Due diligence obligation process in place
	Owner identifies the most important value chain risks in the company portfolio and engages in dialogue with high-risk companies.		Analysis of supply chain risks in the company portfolio

# Measures for 2024–2026

- Cooperation and dialogue with companies
  - Discussion on conclusions of ESG analyses and checklists at company meetings
  - Sharing of expertise between companies facilitated by ownership steering, including establishing a sustainability network
  - Briefings and events on topical themes
- Updating the data collection and analysis model in line with the priorities of the sustainability programme so that progress towards the objectives can be monitored
- Thematic risk assessments are carried out for the company portfolio
  - Biodiversity, human rights and sustainability of value chains
- Increasing shared competence
  - Briefings on topical issues for all officials in ownership steering
  - Checklists for the use of company teams on critical and topical ESG issues



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