

A photograph of two workers in safety gear standing in front of a truck. The worker on the left is wearing a blue helmet, safety glasses, and a red and blue high-visibility jumpsuit with reflective stripes. The worker on the right is wearing a white helmet with a headlamp, safety glasses, and a red and blue high-visibility jumpsuit with reflective stripes. They are both smiling and looking towards the camera. The background shows a blue truck with a license plate that reads "CTF-690" and a building with a "P" sign. The sky is clear and blue.

SUSTAINABILITY REPORT 2017

Delete 

WE
DELETE
YOUR
PROBLEMS

Delete^x

DELETE BUSINESS OVERVIEW

Delete is one of the leading environmental full-service providers in the Nordic countries. The Group offers business-critical services that require specialist competences and specialized equipment through three business segments: Industrial Cleaning Services, Demolition Services, and Recycling Services.

Delete aspires to to be the most trusted brand in environmental services and "Create a cleaner environment by helping our customers prevent and delete their problems in a sustainable way". Delete distinguishes between two types of customer segments: industrial segment, which is typically non-urban, and construction, real estate and public segment, which is typically dominating in more urban areas.

DELETE IN BRIEF

- Delete was formed in 2010 through the merger of Toivonen Yhtiöt and Tehoc and was acquired by the Nordic based private equity investor Axcel in 2013.
- Since 2011, Delete has made over 35 acquisitions within the industrial cleaning and demolition segments.
- The Company offers services in three business areas: Industrial Cleaning, Demolition Services, and Recycling Services.
- Delete's largest customers are industrial & construction companies, property developers and the public sector.
- The Company is headquartered in Helsinki and employs c. 1 000 professionals at over 30 locations in Finland and Sweden.



INDUSTRIAL CLEANING SERVICES

Industrial Cleaning Services segment consists of a comprehensive industrial services offering as well as property services, such as high-power vacuuming and blowing services, industrial standstills and maintenance, high pressure flushing for sewers and well emptying, industrial cleaning, sewer and process video inspections, blast cleaning services and washing and cleaning of facades. Most of the revenue is related to ongoing plant cleaning, sandstill maintenance cleaning, as well as sewage services. The Group provides services of all sizes, from entire factories down to the smallest cleaning jobs on a production line and also for private sector. Delete has an extensive network of operative sites covering Finland and Sweden.

The key value proposition to customers in the Industrial Cleaning Services segment includes capabilities and scale to handle highly complex maintenance shutdowns on schedule, secure and fast response time to minimize costly process interruptions, and ability to offer precautionary services to minimize downtime and services that can be carried out even while the plant is in full operation.

Key equipment and vehicles fleet within the Cleaning Services segment include combi units, camera units, hi-power vacuum units, chassis and high-pressure units.

DEMOLITION SERVICES

Demolition is one of the core competences of the Delete. The Group has acquired the knowledge and skills over several years to successfully complete very complex heavy demolition projects. The services offered in the segment also include renovation demolition inside buildings, removal of asbestos and other hazardous substances as well as hydrodemolition and water jet cutting. Demolition targets include buildings of all kinds and Delete has also launched a pilot project concerning demolition of ships. Delete actively uses also subcontracting. Subcontractors typically provide the bulk of the basic equipment needed in demolition projects.

Delete can calculate the carbon footprint (emissions) of the demolition work for each project it executes. The report produced supports the customers' sustainability strategy and shows the value of the materials produced in the demolition work to avoid the use and the production of virgin materials.

The key value proposition to Demolition Services customers includes, inter alia, one-stop shop solutions including excellent project management, ability to handle all kinds of projects from entire industrial plant demolition to small and agile demolitions, optimization of environmental sustainability as well as health and safety issues, and entire process of material handling either in the Delete's recycling facilities or with a chain of subcontractors.

Delete owns a modern fleet of core machinery required for the key tasks. The fleet consists of heavy machinery, including large excavators and high reach boom machines.





RECYCLING SERVICES

Delete serves its customers at all stages of material processing; in re-use, recycling and re-utilization. The Group has five recycling stations in the Helsinki, Tampere and Espoo urban areas. Recycling Services uses subcontracting to a large extent in its operations. The Recycling Services plants receive, re-use, recycle and process all construction, demolition, industrial and mixed waste in an efficient, sustainable and environmentally friendly manner. The business segment provides reception, recycling and processing of solid construction waste, crushed concrete, and liquid waste as well as open large waste container services.

All of the Delete's recycling facilities accept solid materials. Additionally, the facilities in Juvanmalmi (Espoo) and Rusko (Tampere) accept liquid waste, such as port and ship / vessel bilge water and liquids from construction sites. The Group manufactures a product called DeleKivi® from concrete and brick waste obtained mainly from demolition. The end product is suitable for a variety of civil engineering and infrastructure projects.

In its Recycling Services, the Group pursues to meet the highest level of the EU Waste Hierarchy. Waste management aims primarily to re-use and after that recycling and waste to energy use.

The mixed construction materials such as metals and plastics are sorted and sold onwards to be re-used or recycled to materials for new products. This helps to avoid the use of virgin materials. A part of the sorted and processed high quality mixed material is processed into recovered fuel (REF) and delivered onwards for waste-to-energy purposes. As a result, REF is used as a fuel for district heating and electricity production as well as for the production of process steam for industrial use.

Circular economy has been identified as the future of material handling. Delete continuously investigates and develops its material handling and sorting processes to meet even higher re-use and recycling rates. The Group's reutilization rate (re-use, recycling and waste to energy use) between 2015–2017 was approximately 99,2%.

Delete has recycling plants covering well growing urban areas where a significant share of the Finnish population lives and produces waste. The Group is also opening new locations in areas where construction work is active. Delete holds 7 environmental permits and in year 2017 the Group had zero serious incidents or misconducts concerning its own recycling sites and facilities.

EU WASTE HIERARCHY



2017-2021 **DELETE'S
CORPORATE
RESPONSIBILITY**

AREAS



**RESPONSIBLE
BUSINESS**



**RESPONSIBILITY
FOR PEOPLE**



**RESPONSIBILITY FOR
THE ENVIRONMENT**



**SUSTAINABLE
SUPPLY CHAIN**

CUSTOMER RESPONSIBILITY



THEMES

- Responsible operations
- Supporting customers' sustainable business
- Ensuring high-quality customer service

- Safety
- Satisfaction
- Work ability
- Good management
- Equality

- Material and energy efficiency
- Supporting circular economy
- Clean environment

- Responsibility for subcontracting chain
- Responsibility for supply chain

INDICATORS

- Profitable operations
- No misconduct
- Demolition CO2 calculation
- Customer satisfaction

- Accident frequency, preventive action
- Personnel satisfaction
- Absence due to sickness
- Qualified supervisors
- No harassment nor discrimination
- Staff with safety training

- Total energy consumption
- CO2 intensity
- Recycling rate, utilisation rate
- Circular economy actions
- Cases of environmental damage
- Staff with environmental training

- Proportion of suppliers that have signed a responsibility commitment
- Number of audited suppliers





RESPONSIBLE BUSINESS

Responsibility is a vital part of all Delete operations. We utilise operating principles promoting responsible business methods and expect all those working for Delete to comply with them. We believe that the significance of responsibility will grow even further in all business. We are actively searching for opportunities to support our customers by creating services whose value is substantially based on responsibility and sustainable development. We are developing our own operations according to the principles of continuous improvement.

Our goal is to be the best provider of environmental services in the Nordics and the preferred partner and provider of environmental services of our customers. We offer our customers a comprehensive and reliable partnership. By taking care of our profitability, we ensure the continuous development of our operations.

Our operating principles concern all the activities of all Delete companies. They include respect for the law, environment, ethics and fair competition. It is important for us to grow and develop the Group's business responsibly in the long term. Our Code of Conduct also guides our daily activities and covers compliance with generally approved ethical practices and legislation. It also creates trust among employees, customers, suppliers, subcontractors, shareholders and other stakeholders.

Delete operations are certified in accordance with the ISO quality and environmental standards and OHSAS safety management system standards. Delete possesses RALA qualifications in Finland and is included in the Reliable Partner programme. These acknowledgements prove that Delete is financially sound, tends to its social responsibilities and the information required by the Finnish Act on the Contractor's Obligations and Liability when Work is Contracted Out, and possesses the necessary technical skills and resources.

Our operating principles create the foundation for the responsible and sustainable development and management of our operations. The operating principles are derived from Delete's values and operational policy, but the foundation is created by valid legislation, decrees and regulations as well as customers' safety instructions and related rules. The guidelines related to our operating principles describe the functioning of the processes and specify the related responsibilities. The drafted operating manual describes how we have arranged our quality, occupational health and safety and environmental matters. In addition, we use our operating principles to take a stand on anti-corruption actions and anti-trust legislation, questions of human rights, and behaviour

**OUR GOAL IS
TO BE THE BEST
PROVIDER OF
ENVIRONMENTAL
SERVICES IN
THE NORDICS**

culture at the workplace. Delete is also committed to the United Nations' Global Compact (<https://www.unglobalcompact.org/>) in the areas of human rights, labour rights, environment protection and anti-corruption.

The Delete way

We at Delete are not afraid of hard work or getting our hands dirty. We make clean out of dirty, safe out of dangerous and reusable resources out of waste. We demolish the old to make way for the new.

We understand our customers' needs. We keep our word, do what we promise and attend to our customers' worries professionally and efficiently.

We care about our shared environment as much as we care about each other, our customers and those close to us – we feel that everyone should be able to get home from work safe and sound.

We know our responsibilities and take them into consideration – we operate according to laws and requirements. By recycling, we prevent our environment from becoming polluted and can make a cleaner world energy-efficiently. We develop sustainably and continuously through good leadership.

Anti-Corruption commitment, activities and performance

Delete does not participate in any corruption, bribery or extortion. Fair competition is one of Delete's key operating principles. This applies to all the Group's behaviour in respect of its competitors and customers as well as activities in industry associations. Delete actively follows and observes the changing laws and regulations in the branch. Delete's Board of Directors has ratified separate competition law guidelines with more detailed instructions on competition-related matters.

Delete complies with all legislation and regulations concerning its activities in all respects, such as competition legislation, regulations on corporate governance and employment, environmental and occupational health and safety legislation. Delete is committed to fight against illegal activities.

**DELETE IS
COMMITTED
TO FIGHT
AGAINST
ILLEGAL
ACTIVITIES.**

Delete and its employees and others acting on behalf of the Group may not offer, give or accept bribes or other illegal payments. Business partners and representatives of the authorities may not be offered any inappropriate financial benefits in order to promote Delete's business activity or other Group interests.

Delete works systematically to strengthen business ethics, including Global Compact's Principle 10. The Group's ethical guidelines support correct behaviour if an employee should face an ethical dilemma. The Group

follows up of Delete Code of Conduct through management reviews. The Whistleblowing system has been implemented specially to support anticorruption.

Whistleblowing service was introduced in Delete Group during 2017 as an easy and safe way to raise potential matters of concern to the attention of the Group's Management. The whistleblowing service was well accepted by the organisation.

No incidents of violations of the Anti-corruption principle have been reported to the Group Management during year 2017.

Taxes/taxation

In year 2017 the Group paid 1,377 million Euros of taxes.

Employment effects

In year 2017 Delete employed on average 603 persons in Finland and 196 in Sweden and indirectly through staffing companies about 186 persons in Finland. Our skilled personnel that wants to serve our customers in the best possible way is one of the strengths and the key to success.

Customer satisfaction and reputation

Our customer can rest assured that the risk and environmental impacts of our services have been minimized and are constantly monitored. The competence of our personnel plays a key role in developing responsible business and improving customer satisfaction. To the customers Delete is a trusted and a proactive partner in environmental services. To ensure this, we have an on-going customer satisfactory evaluation and NPS measuring. They both are strong key performance indicators for Delete's success in taking good care of our customers. In year 2017 the satisfactory evaluation score reached a high value of 4.38 (on a scale from 1 to 5), and NPS the level of 39, which both we can be proud of. The evaluation has been in progress since year 2016.

SUSTAINABLE DEVELOPMENT

THE PLATFORM: DELETE CODE OF CONDUCT AND RESPONSIBILITY REPORTING

Our work for high business ethics and sustainable operations reflect the ten Principles of the United Nations Global Compact. We have identified our prioritized sustainability issues and follow our performance on these issues systematically.

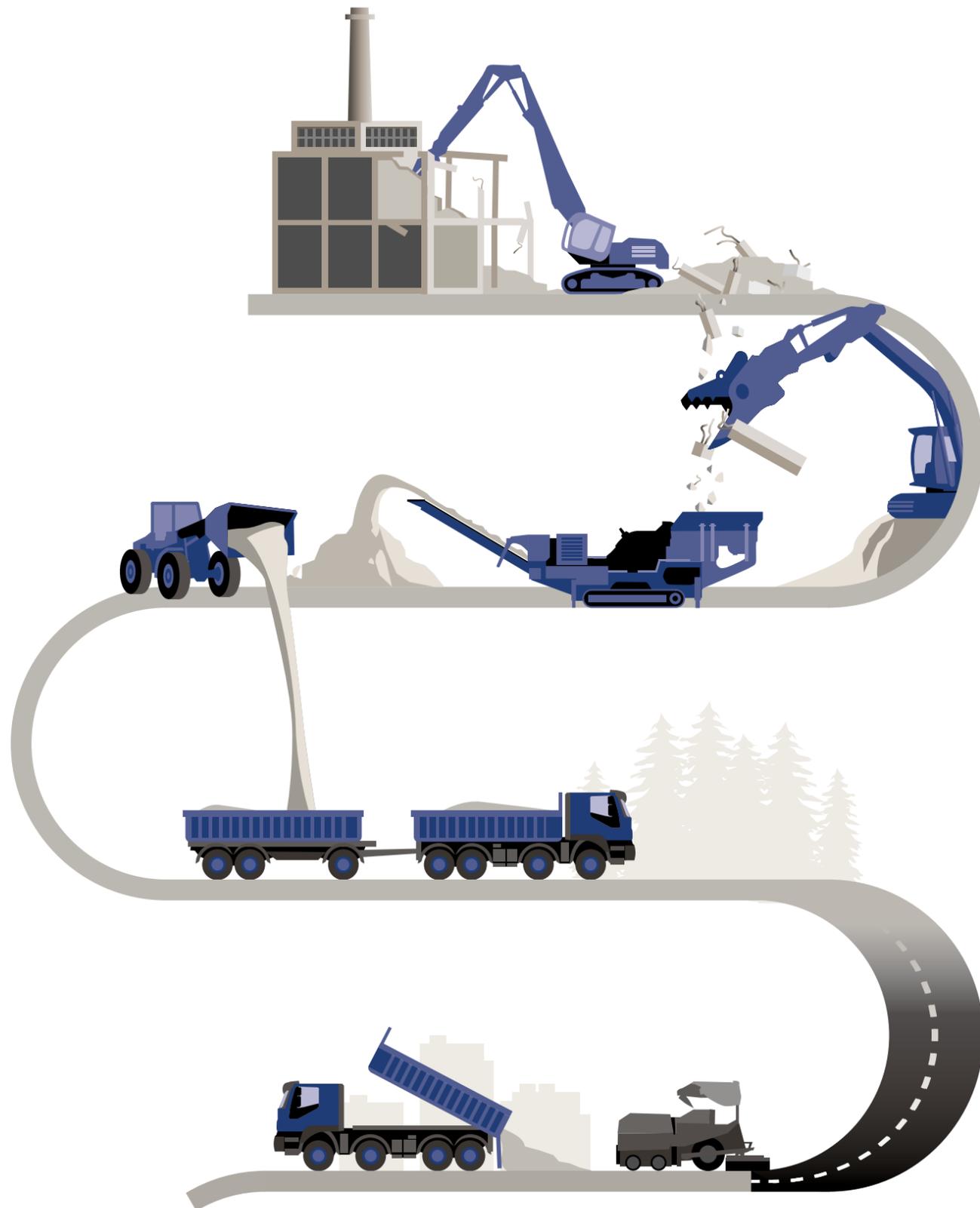
The Delete Code of Conduct and Supplier Code of Conduct are clear sets of standards for Delete's business conduct, including all Global Compact Principles. The Code provides the ethical and behavioural framework on which the Group bases its decisions every day, as well as the expectations on its suppliers.

Delete works systematically to strengthen business ethics, including all Global Compact Principles. The Code is continuously being communicated within the organisation. All new employees receive training on the Code of Conduct.

Compliance with the Code of Conduct is monitored through regular management reviews and through the Delete's Whistle Blow reporting system. The system enables the development, sharing and implementation of preventive actions across all units.

During the year we have successfully implemented sustainability matters and ways of execution to our Group policies as well as established a Steering Group to develop and monitor Corporate Social Responsibility issues.





THE CARBON FOOTPRINT CAN BE MEASURED FOR EACH DEMOLITION SITE

We can measure the climate impacts of re-utilisation for each demolition site and the waste generated there, that is: the carbon footprint of the demolition site. Carbon footprint calculation is carried out with a carbon footprint calculator that was developed by Delete for demolition work and that is based on the EN 15804:2012 Sustainability of construction works standard, which is part of the CEN/TC 350 family of standards.

The carbon footprint calculator was developed to meet the growing need of organisations to pay attention to responsibility and environmental aspects. The calculator not only reveals the most low-emission working methods but also encourages our employees to work in an environmentally friendly manner.

The carbon footprint calculator enables us to implement sustainable development and to provide explicit information to support our customers' sustainable development and environmental strategies.

The calculation includes emission and waste reports. The emission report includes the calculation of energy consumption, fuel, transport of equipment to the demolition site, emissions resulting from the transport and treatment of construction waste, along with emissions avoided through the recycling or energy use of materials. The waste report includes different classes of waste and their delivery locations.



RESPONSIBILITY FOR PEOPLE

Our goal is to have the best experts in the field working at Delete. We have a positive attitude towards the development of competence and we encourage individual self-development.

Human rights: commitment, activities and performance

Delete actively supports the Universal Declaration of Human Rights. Delete respects Human Rights within its sphere of influence and operates all its businesses in a transparent and trustworthy way. Delete sees no significant risks that the Group or its suppliers violates the UN Global Compact Principles 1-2.

Delete works systematically to strengthen its business ethics, including Global Compact Principles 1-2, and anchors and follows up of Delete Code of Conduct. The Group follows an equality plan and works in a sustainable manner to ensure equal treatment and gender equality in the Group and in the areas of businesses the Group works within. A revised version of Delete's Equality Plan was launched in January 2018 and implemented during the first half of the year.

In the past year Delete has not been subject to any investigations, legal proceedings or incidents involving Human Rights violations. No incidents on violations of the Human Rights principles have been reported to the Group Management.

Responsible employer and employment, labour standards: commitment, activities and performance

Delete respects the right of its employees and operates its business with safe and attractive working conditions. The Group respects the freedom of association and collective bargaining and has zero tolerance for forced labour, child labour or discrimination.

Delete's operations are certified according to the ISO (Quality management systems) and to the OHSAS standards (Occupational health and safety management systems). The ISO and OHSAS are important tools in the Group's efforts to continuously enhance quality and working environment standards throughout the Group.

No incidents on violations of labour rights principles have been reported to the Group Management during 2017.



Delete Equality Plan: commitment, activities and performance

Delete concerns equality as a basic right for each person. Each person is equal to another at work. We operate our business according to Delete Equality Plan. The plan holds actions to prevent discrimination of any kind and supports equality at work. The plan is updated every second year. Next version of the Delete Equality plan will be launched in 2020. Delete Human Resources is responsible for the Delete Equality plan and activities. The plan is communicated and fully accessible to personnel on Delete's intranet pages.

Equality plan holds instructions on recruiting, hiring, leadership, education and personnel planning which aim to support equality.

The equality plan between genders is made according to the equality law. The law aims to prevent discrimination between genders and advances equality in work. Delete also has a separate policy for the prevention of discrimination and harassment which contains instructions and actions on discrimination and harassment cases.

Equality is evaluated in the company each year as part of the Delete Pulssi personnel satisfactory questionnaire and every second year as a separate questionnaire. The plan is updated according to the feedback received. According to the personnel questionnaire Pulssi 2017 the equality between genders is on a good level (mean 5.3 on a scale from 1-7).

No equality discrimination cases have been reported during year 2017.

Absence due to sickness

We have identified Delete personnel as the key asset in our business and in being successful. The work that we do in Delete is hard and also vulnerable to occupational accidents. We invest in a lot of working hours and other resources to ensure the best possible work safety to our personnel.

Delete has HSEQ and HR organisations both in Finland and in Sweden. The HSEQ organisations are working to develop and support the processes for occupational health and safety. The HR organisations oversee the occupational health care system and the support for early interference and well-being at work. These all aim to secure good working environment or Delete's personnel.

Delete offers an extended occupational health care to its personnel. The extended occupational health care supports personnel with possible occupational accidents and ensures the best possible care and support for returning to work. We have also invested in preventative work in occupational health care to support the well-being of our personnel and preventing any work-related sicknesses in advance.

Personnel training, education and well-being

- A comprehensive introduction training is the key training for new Delete employees. The training includes organization introduction, working environment, safety, practices and policies, and IT tools.
- Providing trainings such as: Work Safety Card, Environment Safety Card and Delete internal e-learning for safety
- An extended occupational health care system available for all employees.
- Delete is supporting all employees for well-being and sports in many different ways.

- Qualified supervisors: Supervisor training started already year 2014. A revised supervisor training in Finland was introduced in 2017 to support the education and training of the whole Delete personnel. The same education will be starting in Sweden in 2018.

14,7
**ACCIDENT
FREQUENCY
LWI ROLLING
12 KK**
(GOAL <12)



5,9%
**ABSENCE
DUE TO
SICKNESS**
(PERCENT %)
SWEDEN 4,7



33%
**PROPORTION
OF SUPER-
VISORS
TRAINED**
(DELETE'S TRAINING,
FINLAND)



Occupational health and safety commitment and standards

Occupational safety is an integral part of Delete's activities as a part of instructional leadership. We are committed to an objective of zero accidents and pay particular attention to safety management by our potential subcontractors. The focus of our occupational safety is on preventive actions, i.e. risks and hazards are to be eliminated in advance where possible.

The One Delete HSEQ system improves occupational health and safety and aims to identify risks and reduce the number of accidents and sickness. The subcontractor audits are also a significant means to actively and critically observe the subcontractor chain companies' policies. During 2016 and 2017 Delete has renewed its' subcontracting contracts and started the Delete yearly subcontractor co-operational seminars.

Delete uses Sherpa, a tool for reporting, planning, monitoring and follow-up of corrective and preventive measures on occupational safety matters. The system also allows the monitoring of statistics and performance on all organisational levels.

Delete has enhanced the safety of its workers and as a result, the accident frequency has dropped by 22% during the last 24 months. This is a continuous work, and goals for the coming years have been set.

Delete Pulssi – measuring personnel well-being

Delete Pulssi is a yearly satisfactory questionnaire for Delete personnel. With Delete Pulssi we make sure our personnel are satisfied and feels the well-being at work is at the level they expect. The questionnaire covers topics such as well-being, recommendation, work atmosphere, company development, work safety and overall score.

5,31
**PERSONNEL
SATISFACTION**
(PULSSI, SCALE 1-7)





RESPONSIBILITY FOR THE ENVIRONMENT

Environmental protection is the starting point of our operations. We act in accordance with the principles of sustainable development and use natural resources in a responsible manner. In accordance with the principles of continuous improvement, it is our goal to constantly develop the quality of our environmental protection.

Creating a safety-oriented and environmentally-friendly mindset and activating functions that aim to achieve a working environment that respects the environment and is safe and healthy is also our communicative objective. Our aim is to create an atmosphere in which environmental matters and safety are always taken seriously.

In year 2017 we made a decision to educate the whole Delete personnel with Environment Card Training. The trainings will start in 2018 and are carried out throughout the whole organization by the end of the year 2018.

Paying attention to the environment is an integral part of the activities of everyone working at Delete sites. In our operations, environmental responsibility means that environmental matters are always taken seriously. An operating method that respects the environment also provides significant added value for our customers. Knowing the environmental impact and legislation related to our work and adhering to the requirements are fundamental to environmental management. Delete uses an HSEQ system compliant with the ISO 14001 environmental management standard.

Environment: commitment, activities and performance

Delete recognizes that its production and transports have a negative impact on the environment. The Group constantly works to minimize these effects.

The One Delete HSEQ system ensures we meet our stakeholders' environmental expectations, and the Group's environmental policy details the work to lower our overall environmental impact.

Delete organisations holds ISO 14001 certificates (environmental management systems). The ISO 14001 environmental management system is an important tool to continuously enhance Delete's environmental performance.

Delete as a company and everyone working at Delete sites impact the environment through work in several ways. We have identified the following themes that impact our environment: waste recycling, sorting and utilization, water consumption, noise, odor and dust emissions to immediate surroundings, potential incidents in operations such as storage and use of chemicals (e.g. oil damage), improving the energy efficiency of the customer's processes. The environmental aspects mentioned above have environmental impacts, such as emissions into

2017
90 t CO₂ / M€
CO₂
INTENSITY

2017
99,2%
REUTILIZATION
RATE

2017
47 926 MWh
TOTAL
ENERGY
CONSUMPTION

2017
0
SEVERE
ENVIRONMENTAL
CASES

air, water and soil, and water and energy consumption.

In addition to this, we have recognised the energy consumption and fuel consumption as environmentally influential aspects in our business and activities. Due to this we have decided to start using bio-based fuel in our Helsinki operation starting January 2018. The effect of the decision will be evaluated by the end of the year.

We also provide preventative driving education to our personnel to reduce fuel consumption and to promote safe driving methods.

Delete works systematically to strengthen business ethics, including Global Compact's Principles 7-9. The Group has chosen environmental KPI's to follow in fuel and energy consumption and CO₂ emissions.

As a part of Delete's environmental program, the Group has started to map its heavy demolition sites' carbon footprint to see how much CO₂ emissions can be avoided by the reutilisation of the dismantled materials instead of using raw materials. The Group is currently investing in new separation and recycling techniques in Delete Tampere recycling facility to improve efficiency in material separation and furthermore in rising the recycling rate.

No incidents on violations of the environmental principles have been reported to the Group Management. Three minor environmental deviations were reported in 2017. One was notice for dust, one was a small chemical leakage on a work site, and one small chemical leakage from a vehicle. All incidents have been handled appropriately immediately after they have been detected.

Circular economy actions

We have identified circular economy and material efficiency as the key way of using materials in a more effective way. Increased environmental awareness continues to drive improvements and new regulations in the recycling segment, such as the EU's 70% recycling target by 2020 for construction waste, landfill ban on C&D waste and new asbestos legislation.

In year 2017 we launched our own brand Waste. Highly valued materials such as metals and fine wood can be found on demolition sites. In addition to such materials, some sites are packed with



furniture, lamps and lighting and decoration. Some of these are ready to use after a thorough cleaning and a little fixing. Some need a little bit more attention or even redesigning. Where someone might see trash, we see treasures.

Waste products are interior design items, furniture, lamps and lighting and other products from Delete's demolition sites. Waste products are suitable for everyday use in homes, common spaces, restaurants, cafes and offices, among others. Waste products are made to support recycling, circular economy and sustainable development. www.waste.fi

In year 2017 Delete participated in several different circular economy cases in the construction material field of which the most important are mentioned below.

Creating a Finnish Ship Recycling industry - Funded by Tekes, the Ship Recycling project sets out to investigate how Finland could respond to this global challenge. The Ship Recycling project aims to launch a ship demolition industry in Finland. The demolition project of the first ship was executed by Delete in autumn 2017. The project is still on-going and the results will be published in 2018. www.recyclingships.fi

Delete participated Climathon Helsinki hackathon as an advisor and a sponsor. The hackathon was looking into the ways of reusing and repurposing building components in the future. Construction industry is one of the biggest consumers of natural resources and generates up to 40% of waste in Europe. However, by reusing old building components in their original purpose, or repurposing them for completely different uses, some of this waste could be turned into a resource. This way, waste and the consumption of fresh raw materials could be reduced, greenhouse gas emissions mitigated, and our economy pushed towards a circular pathway. HSY Helsinki Region Environmental Services Authority and Universo organised the 24-hour idea competition on reuse opportunities of old building components. <https://climathon.climate-kic.org/helsinki>

CONSTRUCTION INDUSTRY IS ONE OF THE BIGGEST CONSUMERS OF NATURAL RESOURCES

We were happy to join the Waste to Valuables bio and circular economy matchmaking event in Tampere in November 2017 as the only demolition company as a key note speaker. <https://www.youtube.com/watch?v=4bwcewOgxCw&t=56s>. We also participated in CircWaste – Towards Circular Economy event in Jyväskylä as an invited speaker.

Hiedanranta – a smart and sustainable city district of the future: Hiedanranta is a future city district that is being developed with a new concept in collaboration with city residents, businesses and organisations. The Hiedanranta area serves as a piloting platform for new technologies and methods and has a strong focus in circular economy. Somewhat 20 different development projects are ongoing in Hiedanranta. Delete participated a social architecture project called ARC – Active Refugees in the Community. The project aims to build greenhouses in Hiedanranta area to support the communal culture between the non-Finnish-speaking and the Finnish-speaking residents. The window materials for the greenhouses were provided by Delete. The windows were dismantled from a construction site so the materials in the future greenhouses are fully reused materials.



SUSTAINABLE SUPPLY CHAIN

The Delete Supplier Code of Conduct was followed up during 2017 through an auditing program. Delete continuously reviews and audits its suppliers against the Supplier Code. Supplier audits have been continued over the year and executed by Delete Group Oy internal HSEQ and Procurement Specialists.

Delete has identified the typical risks within the branch concerning rented labor and subcontracting and monitors the issue on a regular basis. The risk management is based on on-going audits and evaluations of the subcontractors. Delete ensures all rented labor employee is introduced to work according to Delete's own method.

Delete has the same high demands for subcontracting companies at Delete work sites as we have for ourselves. We audit our main subcontractors yearly and organise subcontractor education days that focus on responsibility matters, especially environmental issues and work safety. In year 2018 two subcontractor education days was held in H1. In year 2017, 22 subcontracting companies were audited by Delete. All major suppliers must work accordingly.



Delete 