

## GREEN KEY SUSTAINABILITY PLAN FOR SÖDERLÅNGVIK GÅRD AB

Söderlångvik gård Ab  
2 February 2026  
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### ECONOMIC SUSTAINABILITY AND CORPORATE RESPONSIBILITY

- Söderlångvik gård is committed to continuous development and uses its financial resources in a way that promotes ecological and social sustainability while ensuring the long term financial viability of the business.
- The company complies with applicable laws and regulations.
  - o Söderlångvik gård stays continuously informed about environmental legislation by following information published on the website of the Ministry of the Environment (<https://ym.fi/sv/framsida>) and updates its work in accordance with published guidelines. An environmental expert participates in the staff monthly meeting and provides information on current environmental and sustainability issues 1–2 times per year.
- The company ensures that all employees, trainees and volunteers are covered by accident insurance.
  - o Söderlångvik gård ensures that all employees and trainees are covered by statutory accident insurance (Fennia).
- The company guarantees a safe working environment.
  - o Söderlångvik gård guarantees a safe working environment, and occupational health services (Pihlajalinna) visit the estate regularly. Occupational safety issues are given high priority.
- The company anticipates risks and has a plan for crisis situations.
  - o Risk analyses are carried out annually in connection with budgeting. The crisis communication plan is updated every third year (Appendix: Risk analysis).
- The company works to prevent exploitation and harassment of people in vulnerable positions.
  - o There is an open culture of communication in the workplace. Staff are encouraged to report cases of exploitation or harassment to their supervisor with a low threshold. Discussions are first held individually and then jointly.

- The company requires that subcontractors comply with legislation on workers' rights.
  - o Söderlångvik gård requires that all subcontractors comply with applicable labour legislation. When approving an offer, suppliers are informed about the estate's rules and guidelines.
- The company works against corruption.
  - o Söderlångvik gård counteracts corruption and complies with applicable legislation.
- The company makes responsible purchases and investments.
  - o When making purchases and investments, priority is given to local entrepreneurs and locally produced goods.
- The company strives to strengthen local economic development.
  - o Söderlångvik gård acts as an economic driver for Kimitoön. We promote tourism, create employment opportunities and offer young people summer jobs and internships. Local suppliers are prioritised whenever possible.
- The company systematically collects customer feedback.
  - o Söderlångvik gård collects customer feedback systematically. Every second year, a larger written survey is conducted among visitors to the estate. In 2025, a survey was conducted among glamping guests, which was used to develop services, offerings and products within the visitor economy. In 2026, in depth interviews will be carried out to further develop the business (Appendices: Survey 2022 and Survey 2024).

## **SOCIOCULTURAL SUSTAINABILITY**

- The company participates in regional planning and the development of sustainable tourism.
  - o Söderlångvik gård cooperates with local stakeholders within the visitor economy. Stakeholders are invited regularly in order to maintain contact and promote cooperation. Söderlångvik gård is a member of the Kimito entrepreneurs' association, the VTA Saaristo network (regional planning), and the Go Green project together with the municipality of Kimitoön.
- The company provides training for its staff in environmental and sustainability issues.
  - o Environmental training is organised 2–3 times per year in connection with staff monthly meetings. Seasonal staff participate when possible.
- The company considers inclusion in customer service, premises, services and marketing.

- Söderlångvik gård is a member of the We Speak Gay community. The estate applies an accessibility plan and has an accessibility index of 80/100. Information is communicated on the website <https://soderlangvik.fi>.
- The company is committed to employing people for all types of tasks regardless of age, ethnicity, gender, disability or similar factors.
  - Söderlångvik gård strives for diversity among its staff, including in terms of age, gender and ethnicity. Diversity is viewed as a success factor and enriches the workplace community.
- The company promotes local culture.
  - Söderlångvik gård is part of the local cultural life and actively promotes it by organising its own events for different target groups.

## ECOLOGICAL SUSTAINABILITY

- The company works to promote and adapt to climate action.
  - Söderlångvik gård promotes and adapts to climate measures. Only eco labelled products are chosen for all procurements. In daily operations, bicycles as well as electrically powered vehicles and machinery are used.
- The company minimises its environmental impact and maximises benefits in its surroundings.
  - Regular monitoring of water and electricity consumption is carried out.
  - Only eco labelled cleaning products are used.
  - All waste is sorted and recycling stations are available in all staff and customer areas. Materials are reused whenever possible.
  - Disposable tableware is used only when necessary in the farm shop. In the glamping operation, no disposable tableware or paper towels are used.
  - Transport is optimised by combining multiple errands into a single trip.
  - Customers are directed to paths and roads to avoid strain on nature.
  - Visitors are referred to paths and roads in order to protect nature.
  - The area features insect hotels, biodiversity meadows and wetlands, and natural vegetation is preserved. In the glamping area, fallen trees are left in place to support biodiversity.
- The company does not use meat, fish or shellfish products from endangered species.
  - Söderlångvik gård does not use products from endangered species and purchases only certified products.
- The company works to reduce food waste.
  - Food waste is minimised through careful planning of production and quantities based on season, weekday, weather conditions and group bookings.



- The company sells or displays endangered species or historical or archaeological objects only in accordance with the law.
  - o Söderlångvik gård does not sell or display products or objects subject to special legislation, such as endangered species or historical or archaeological objects.
  
- If the company has animals used in tourism activities, their welfare is ensured by following the principles below:
  - o Söderlångvik gård does not have animals used in tourism operations.