A close-up photograph of a red ladybug with black spots on its back, perched on a small white flower. The background is a soft-focus field of similar white flowers and green foliage.

Climate Action Plan 2025

Carbon footprint of food 2024

Catering generates the majority of Hawkhill's carbon emissions. Revenue from catering services grew by over 5%, while the amount spent on purchases decreased by 6%.

This equation shows that we have been highly successful in optimizing procurement, portion calculations, and improving the overall process.

Actions Taken:

- Increased use of local lake fish and reduced use of game meat, with vegetarian or vegan options always available.
- Emphasis on seasonal ingredients and increased use of vegetables.
- Use of wild mushrooms, foraged herbs, and cranberries, with a preference for domestic forest berries.
- Reduction in the number of product varieties purchased and creative use of the same ingredients across different menu items.
- Transition from buffet to plated service, with strict portion size calculation for all ingredients.
- Refinement of the self-service breakfast concept: fewer items, improved quality, minimized food waste, and guest guidance on responsible consumption

Achieved Results:

- On two out of three dinner menu days, the main course is domestic lake fish, and on the third day, game meat is served.
- Baking with flour from the local Hennola farm reduces the carbon footprint and supports local producers – for example, ready-made cookies have been replaced with traditional homemade ones.
- Rye and archipelago bread from Hennola farm, along with rye bread from Viipurin Kotileipomo, make up a large part of our bread selection.
- A relative reduction in raw ingredient purchases — in real terms, more than 10% when accounting for price increases — is a result of the successful implementation of the operational model introduced in 2023.
- Consistent planning, accurate material calculation and rotation, and staff professionalism have led to an outstanding outcome.

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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 Tervlampi, 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.



A serene landscape photograph of a lake at dawn or dusk. The sky is a mix of soft orange, pink, and blue hues, with wispy clouds. A dense forest of tall evergreen trees lines the far shore. A small, light-colored cabin with a dark roof is visible through the mist on the right side of the forest. The water in the foreground is calm, reflecting the sky and the forest. A white rectangular box is overlaid on the lower half of the image, containing the word "Measure" in a black serif font.

Measure

Measure 2024

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

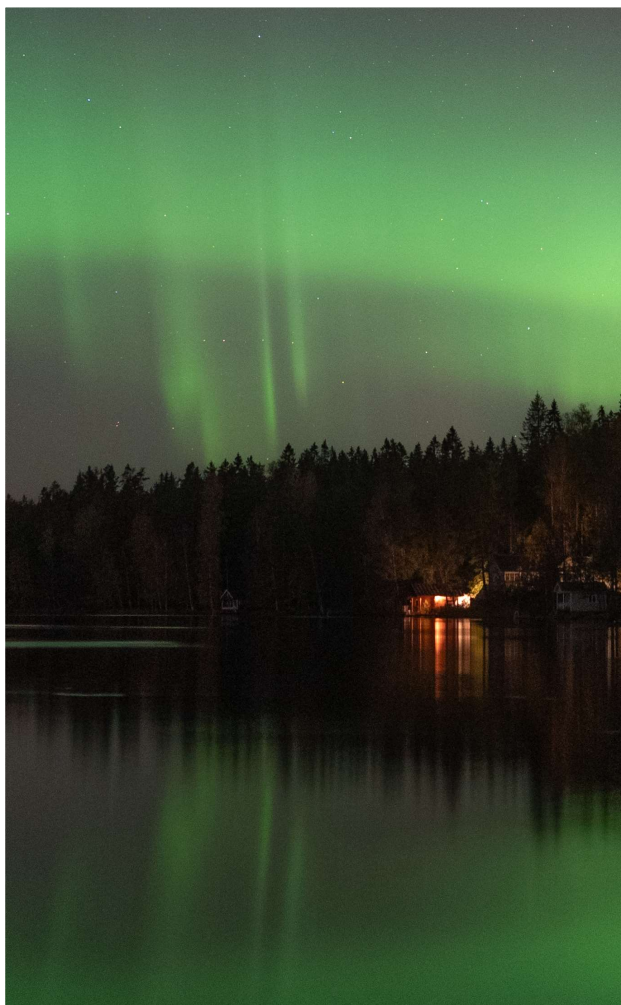
A more precise SCOPE 1

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.

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

- Property fuels (329 CO₂e), i.e., motorized equipment needed for property maintenance, such as a tractor, lawnmowers, and a chainsaw. In 2024, the mild winter reduced the need for fuels. Fuel consumption dropped by 49% compared to 2023. In 2023, a snowy winter and the resulting snow removal increased the tractor's fuel demand.

GHG Protocol-based emissions	2023 CO ₂ e	2024 CO ₂ e
SCOPE 1 (direct emissions)	1 213	356
SCOPE 2 (indirect emissions from purchased energy)	0	0
SCOPE 3 (all other indirect emissions)	20 618	20 094
Total, kg CO₂e	21 831	20 450



- Firewood for fireplaces, saunas, and campfires (5 CO₂e). Through the development of our own work and by guiding customers, we have managed to reduce the need for firewood without affecting operations or customer experience.

- Emissions from refrigerants used in operations (0 CO₂e).

- Internal goods transportation within our operations (23 CO₂e), for example between the kitchen and the cottages. In 2024, two fully electric vans have been in use. The emissions come from a third, diesel-powered rental van, whose usage has been significantly reduced. Compared to 2023, emissions decreased by 90%, and nearly all transportation is now carried out with our own fully electric vans.

- The largest reduction, 57%, comes from tractor fuel, as the mild winter reduced the need for snow plowing. As a result, Scope 1 emissions are 71% lower compared to 2023.

SCOPE 2 – Zero Emissions

Hawkhill uses 100% nuclear-generated electricity, which results in zero SCOPE 2 emissions according to the emissions calculator. Nevertheless, we continue to monitor our electricity consumption and strive to reduce it every year.

Developing SCOPE 3 calculations

The most complex and voluntary part of emissions accounting is SCOPE 3. The more SCOPE 3 emissions a company includes in its calculations, the larger its total carbon footprint becomes. From the beginning, we have included in our emissions calculations elements such as food-related emissions and logistics emissions falling under SCOPE 3 as part of our total emissions accounting. In 2023, we developed and expanded our voluntary emissions accounting, and this work has continued into 2024. In 2023, we included for the first time in our SCOPE 3 calculations employee commuting emissions (2898 CO₂e)—this accounts for four vehicles, one of which is a plug-in hybrid that the employee can charge at Hawkhill during the workday.

Plate-Based Calculator Discontinued – Ingredient-Based Calculation Refined

This year, we continued to account for food-related emissions under SCOPE 3, using Kespro's own standardized emission factors, as in previous years. In addition, we calculated the carbon footprint of locally sourced ingredients separately, including game meat, fish, and flour.

SCOPE 3 also includes emissions from waste, categorized by waste type. New for 2024, we added emissions from study and business air travel (1664 CO₂e) to our SCOPE 3 calculations.

Comparing with 2023 data

Thanks to implemented actions and a mild winter, electricity consumption decreased by 0.7% (or 1097 kWh) compared to 2023.

Annual firewood consumption remained the same, at 42 cubic meters.

The amount of firewood delivered to customers was reduced in 2023 from 150 liters to 100 liters, and this practice continued in 2024



0.7 %
LESS ELECTRICITY

71 %
LOWER SCOPE 1
EMISSIONS

30 %
LESS FIREWOOD USED

3%

LESS ELECTRICITY PER
HEATED M2

3%

LESS WATER PER GUEST

3%

LESS FIREWOOD

Measure: objectives 2025

Electricity, Water, and Firewood Consumption

Our strict goal is to reduce electricity consumption by 3% annually per heated square meter.

We aim to continue reducing firewood usage by 3% annually, or at minimum, to maintain the 2024 level.

Our target for water use reduction is also a 3% decrease per overnight guest each year.

Waste Volume

Our goal is to develop a system for monitoring the amount of waste and its trends over time.

Waste volume is currently monitored visually, and we receive average weight data on bio and mixed waste collections from Rosk'n Roll, the municipal waste management company of Vihti.

We have been in contact with Rosk'n Roll and have expressed our interest in weighing garbage trucks, so we could gain more accurate waste data. In 2025, we are developing a recycling system for grocery delivery boxes, in collaboration with K-Supermarket Nummela and Pahu.

Improving Measurement

We will continue to develop the measurement of the carbon footprint of food products.

We will calculate the carbon footprint of our meeting product offering.

We will receive our first results from nature footprint assessments.

We will measure and track the share of domestic (Finnish) origin in our products and services.

We will measure the amount of removed invasive plant species.



Decarbonise

Decarbonise 2024

Reducing emissions is expansive work touching all areas of operations. Our 2024 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.

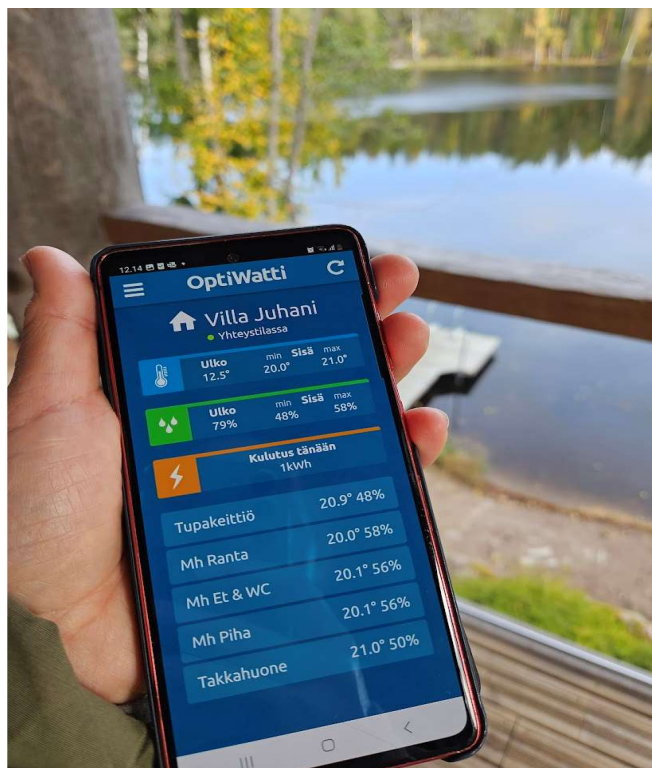
Energy Consumption

The previous section "Measure" provides a comprehensive overview of our actions and their results related to electricity, heating, and firewood consumption.

In addition to our own efforts, we also encourage guests to adopt energy-saving habits, as their behavior can significantly impact our electricity consumption. For example, we have updated both verbal and written sauna instructions to help reduce water use and make electric sauna use more energy-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



Actions Taken in 2024:

- Air-source heat pumps were installed in Villa Anna and Villa Eino to save energy.
- We offer free electric car charging for guests at five villas, also available for staff and subcontractors.
- We published a blog post about arriving without a car:
[Can you arrive at your cottage without needing a car? Yes, you can.](#)
- Our lawnmower was replaced with a battery-powered electric model in 2024, reducing noise and fuel consumption.
- We use a battery-powered drill, blower, and trimmer — all compatible with the same battery system.
- Former lawn areas have been converted into pollinator meadows.
- Biodiversity is being enhanced on 5 hectares of field, and fertilization of the field has been discontinued.

Waste and Recycling

- All of our villas offer recycling facilities, and we encourage guests to recycle.
- 80% of waste from the villa area is sorted.
- Guests can sort the following materials: plastic, cardboard, metal, glass, carton, batteries, and lightbulbs.
- Information about bottle return is provided separately, and dedicated bins are available.
- Furniture and textiles are purchased second-hand when possible and repaired whenever feasible.
- About 50% of our dining chairs are reused or second-hand.
- Dishes, glasses, and serving items are sourced from recycling centers and second-hand shops.
- Furniture, dishes, and textiles that are no longer in use are donated to charity.



Actions Taken in 2024:

- Beds from Villa Anna and Villa Taavetti were donated to charity after being replaced with new ones in spring 2024.
- Christmas trees were cut from our own forest. Trees were carefully selected from spots where they couldn't grow to full size. After the holidays, the trees were delivered to a nearby stable as food and enrichment for the horses.
- We found a new use for mismatched wool socks. During a wool sock hiking program, unmatched socks were given a second life.
- One activity provider in the Nuuksio area is gradually ceasing operations. We jointly purchased kicksleds, winter overalls, and rubber boots from them together with a neighboring partner. This allows us to share equipment, reducing the need for everyone to own everything individually.



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.

- We collect used matchboxes and plastic containers from catering wholesalers for reuse.
- At our lean-to shelter, we use old jam jars as holders for tealight candles.

Responsible Construction and Renovation

Hawkhill makes purchases as responsibly as possible, based on the best available knowledge. This applies to all areas of the business, from textiles and furniture to construction materials and vehicles.

- We repurpose surplus materials whenever possible.
- We recycle everything we can.
- We buy products made from natural materials.
- We prefer sawn timber and wood products.
- We favor products with environmental certifications.
- We buy domestic and local products and services whenever possible – including services, labor, furniture, textiles, dishware, and cutlery.

Actions Taken in 2024:

We began construction of the new Tuomela Forest Lounge.

- Building materials include raw timber, CLT panels, and ecological wood-fiber insulation (Ekovilla).
- Windows were sourced second-hand, and some furniture will also be reused.
- The space is multi-functional, serving as a restaurant, meeting room, and yoga studio, among other uses.
- Trees felled to clear space for Tuomela were sawn into planks, which will be used to build benches and duckboards.
- We reuse old hay poles, for example, to build railings at the lean-to shelter.
- Wood waste from the Tuomela construction site was sorted into materials for burning and reuse:
 - Burnable wood can be used in Tuomela's fireplace.
 - Short offcuts were repurposed into serving boards and materials for birdhouses or insect hotels used in company activities.



Carbon footprint of food 2024

Catering generates the majority of Hawkhill's carbon emissions. Revenue from catering services grew by over 5%, while the amount spent on purchases decreased by 6%.

This equation shows that we have been highly successful in optimizing procurement, portion calculations, and improving the overall process.

Actions Taken:

- Increased use of local lake fish and reduced use of game meat, with vegetarian or vegan options always available.
- Emphasis on seasonal ingredients and increased use of vegetables.
- Use of wild mushrooms, foraged herbs, and cranberries, with a preference for domestic forest berries.
- Reduction in the number of product varieties purchased and creative use of the same ingredients across different menu items.
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- Refinement of the self-service breakfast concept: fewer items, improved quality, minimized food waste, and guest guidance on responsible consumption

Achieved Results:

- On two out of three dinner menu days, the main course is domestic lake fish, and on the third day, game meat is served.
- Baking with flour from the local Hennola farm reduces the carbon footprint and supports local producers – for example, ready-made cookies have been replaced with traditional homemade ones.
- Rye and archipelago bread from Hennola farm, along with rye bread from Viipurin Kotileipomo, make up a large part of our bread selection.
- A relative reduction in raw ingredient purchases — in real terms, more than 10% when accounting for price increases — is a result of the successful implementation of the operational model introduced in 2023.
- Consistent planning, accurate material calculation and rotation, and staff professionalism have led to an outstanding outcome.

Actions Taken: Procurement, Ingredients, and Planning

- One of the kitchen's chest freezers was replaced with a new, more energy-efficient model.
- The kitchen's fridges were replaced with a smaller, energy-efficient version.
- We continue using our proven system of three seasonal menus.
- We have further reduced the use of game meat and carefully track the quantity of meat purchased.
- Two-thirds of main courses are fish-based, and we aim to source fish directly from the local fisherman at Lake Hodenvesi.
- We do not purchase fruits or vegetables from outside Europe, with the exception of bananas.
- Mushrooms have been purchased from local villagers and foraged by ourselves.
- Wild herbs are dried and processed in-house, or sourced from trusted local partners.
- Fabric napkins are already partially in use during forest restaurant dinner events

In 2024, we began calculating our nature footprint as part of a thesis project by Jenni Rätty at Laurea University of Applied Sciences. In this calculation, food procurement plays a major role.

We have also started monitoring the domestic origin rate of our purchases: in 2023, 70% of our wholesale purchases were of domestic origin. In 2024, the domestic share of wholesale purchases is 64%. This change is due to an increased number of direct purchases from local suppliers. Our goal for 2024 is to develop a method to track the domestic origin of all catering purchases, not just those from wholesalers.

We have also refined our catering carbon footprint calculations using reports available through our wholesaler's system, which includes emission factors provided by them. To this, we add the products sourced directly from local suppliers, such as flour, fish, and game. As a result, 96% of the total monetary value of our catering ingredient purchases is now included in the emissions calculation. Instead of calculating emissions based on portion sizes, we have chosen to focus on improving the accuracy of raw material procurement calculations.





Decarbonise: Objectives 2025

Energy Consumption

The number of heated square meters has increased in 2025 due to completed construction projects, so it is particularly important to pay close attention to energy consumption. We have installed an air source heat pump in the new Tuomela multipurpose building. The air source heat pumps acquired for the Eino and Anna villas in 2024 will be connected to a remote control system, allowing us to adjust indoor temperatures when the villas are unoccupied.

Mobility

We offer free EV charging for our guests, partners, and subcontractors, and we will continue communication about this service. We are also seeking tour operator partners in Central Europe who are interested in promoting travel to Finland by sea, with the aim of increasing sustainable arrivals.

We can, for example, offer free rental equipment for guests who arrive by sea. We recommend arriving at the villas with a shared car from the Helsinki metropolitan area. Europcar offers hybrid and fully electric vehicle options for car renters.

Food

We will continue monitoring the domestic origin rate of our food purchases. We remain committed to reducing food waste and further developing our approach that minimizes waste and respects raw ingredients. Our goal is to increase the domestic origin rate of all purchases to 80% in 2025. We will also complete the biodiversity footprint calculation covering operations for the years 2023–2024.

Decarbonise and carbon sequestration – Objectives 2025



Waste and Recycling

We aim to prioritize purchasing goods with the most ecological packaging possible, which helps reduce cardboard and plastic waste. We are participating in the innovation and testing of a food delivery packaging return system in collaboration with Citymarket Nummela. This shortens the cardboard's recycling loop and allows for more compact waste packaging.

Restoration and Biodiversity Work

We participate in and support the activities of Lasy (the local environmental organization). We are preparing to launch restoration efforts in the Kalaton lake area we own, in cooperation with Metsähallitus (Finnish Forest Administration). Our goal is to establish a second carbon sink and prevent peatland water runoff into the Siuntio River watershed.

- We will mow lupines in the meadow and field area twice during 2025.
- We will coordinate Lupine Volunteer Events in Nuuksio.
- Grazing of the meadow will continue and be intensified. The aim of grazing is to restore the meadow and enhance biodiversity.
- We will continue to refrain from fertilizing our 5-hectare field and will further increase its diversity to support the nearby aquatic ecosystem.
- We will monitor and document the progress of the ecological restoration of Haukansuo



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 2024

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.

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). The collaboration continues.



- We supported the activities of the Lasy Association for the Protection of the Headwaters of the Siuntio River with a €550 donation.
- We participated in volunteer work organized by Lasy and supported their water protection events through purchases.
- We prepared guidelines for guides and subcontractors on how to act in the Hawkhill (Haukkamäki) nature area and highlighted its unique features.
- We limited group exercise sessions to two specific locations to prevent erosion of the sensitive rock surfaces at Hawkhill. Rock climbing activities were removed from our offering to protect lichens and mosses from damage.
- During the June lupine mowing event, we cut blooming lupines from a 6,000 m² meadow. Approximately 4,500 liters of lupine flowers were collected for disposal.
- We coordinated 8 lupine volunteer events in Nuuksio and inspired local residents to join. A total of 17,000 liters of lupine flowers were removed during these events.
- Our guests can also easily participate in lupine removal at the cottage village.

Regenerative Tourism

- In 2024, we offered regenerative tourism experiences, including: *“Suomaalaiset” – a hike to a Finnish bog, a wild herb foraging tour, an insect hotel workshop, and a birdhouse workshop.* From these programs, 10% of proceeds were donated to support Lasy’s activities (see more under “Finance”).
- Through these programs, we built 12 new birdhouses and 10 insect hotels.
- We continued planting pollinator meadows.
- We built 2 new deadwood fences.
- We enhanced winter feeding for birds, with special attention to monitoring the presence of the willow tit in the area.
- We participated in and helped coordinate local community volunteer efforts, including Elokisat, Vihtirace, and renovation work at Tervalampi daycare center.

6 ha

RESTORED BOG LAND

6 000 m²

MEADOW CLEARED OF LUPINS

17000 l

LUPINE FLOWERS DESTROYED

WE COORDINATED 8 LUPINE VOLUNTEER EVENTS

Regenerate: objectives 2025

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 2025
- We are exploring the possibility of introducing grazing to our field as part of the gradual, ongoing restoration of our agricultural areas toward their original traditional meadow landscape.
- We are advancing the restoration of the stream and drainage channel connected to the Kalaton pond.
- We are working on marking new trails and improving the path connection to the Kattila bus stop, aiming to reduce off-trail traffic.
- We are promoting earlier roadside mowing along the village road to help manage the lupine problem—both on our field and more broadly in the area.

Communication and Restoration Collaboration

- We are coordinating the *Lupin Battle* event and scaling it up with the aim of engaging all residents and entrepreneurs of the Lake Uplands region in the effort to eliminate lupines. The event continues the work started with the 2024 *Lupin Battle*.
- Our goal is to expand the event further within the tourism business community.
- We will continue raising awareness about invasive species control, focusing on lupines as well as other harmful invasive species.
- Through our communication efforts, we aim to increase awareness of how land-use decisions by tourism operators impact local biodiversity, residents, and the landscape



Collaborate

Forbes

4. Travel regeneratively and build an insect hotel

Regenerative traveling encourages visitors to travel in a more meaningful way to help the well-being of the community. Haltia Lake Lodge, awarded Visit Finland's Sustainable Travel Finland award and the Best Sustainable Hotel in Europe 2022, is helping travelers fight biodiversity loss. In summer 2024, Haltia Lake Lodge will offer planet-positive conservation holidays for groups for the first time. These special holidays involve things like combating the spread of invasive plants and rejuvenating meadows. Hawkhill Cottage Resort, a pioneer of regenerative travel lets guests build insect hotels. Lapland-based company, Wild Out, invites visitors into the woods for lunch and to build a birdhouse.

Collaborate 2024

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.

We participated in the international CE42RT project, through which we received coaching and a report on our regenerative tourism practices

- Our CEO, Annu Huotari, was chosen as Finland's first Sustainability Ambassador by Visit Finland. Visit Finland produced four videos highlighting different aspects of our sustainability work.
- We participated as speakers or panelists in nine events related to sustainable tourism.
- We created the *100 x Sustainability* series on Instagram, where we shared 100 concrete sustainability actions we have implemented.



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 Perheyritysten 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

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.



Supporting the Community

We rent space at the Tervalampi village house and coordinate local events, such as *Vihtirace*, during which 600 tree saplings were planted around the village house.

We coordinated the renovation of the village house's former elementary school. Through volunteer efforts, the space was transformed into an apartment for a local family with children.

Bringing Light and Joy to Our Region

Events originating from Hawkhill—*Lux Nuuksio* in January–February and *Night of Lanterns* in August—have become established parts of the Nuuksio Lakeland event calendar and take place at our cottage pond.

New events we have initiated include *Light in the Forest* in November and *Lupin Battle* in June.

The *Hawkhill Art Trail*, created by local artists, was open for the third consecutive summer.

We created a communal ceramic artwork from clay from our farm, in collaboration with local residents, for the village house.

Collaborate: Objectives 2025

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 aim to use communication to raise awareness and inspire entrepreneurs to engage in sustainability efforts and cross-sector collaboration across municipal and business boundaries.
- We are a fair employer: our employees and volunteers are covered by accident insurance, and we comply with all relevant laws.
- Plants, animals, and historical or archaeological objects are sold, exchanged, or displayed only within the limits permitted by law

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.



- Hawkhill acts as the organizing party for the *Nuuksio Lakeland Lupin Battle* event and actively participates in related activities and events.
- Hawkhill is also involved in the Nuuksio branding work.



Finance



Finance 2024

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.

A Fair Part of the Community

We use local service providers and partners whenever possible. We support the activities of various local associations and are committed to keeping the village of Tervalampi vibrant.

We pay fairly for work done. We pay on time and do not demand extended payment terms. We uphold these practices even when our customers pay us for the same project at a later stage

- **Actions Taken in 2024**

- We participated in organizing and coordinating the renovation project of the village house and managed the procurement centrally.
- At the beginning of 2024, we proposed a voluntary rent increase for the village house to help cover rising heating costs caused by fluctuations in electricity market prices.
- We invited members of the villa association at our cottage pond—38 people in total—to celebrate a summer gathering at our cottage village.

Charity

- 10% of the price of Hawkhill's regenerative tourism products is donated in full to charity. This year, we supported Lasy's activities with a €500 donation.
- We also participated in Lasy's volunteer fishing event in October 2024.

- We offer young people from Kiipula's property maintenance program a two-day internship opportunity with accommodation at our villas.
- We organize school visits and workshops for local youth free of charge. In 2024, we arranged two such visits.
- We supported Lasy's ice fishing event in spring 2024 through purchases.
- Hawkhill co-sponsored the *Pride Picnic* event in Nummela in June with a €400 contribution.



Finance: objectives 2025

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
- We require our subcontractors to comply with labor laws and respect workers' rights.
- We hire women and members of minority groups on an equal basis.

Improving accessibility

- We will increase our understanding of various accessibility-enhancing measures
- We are increasing our understanding of the different aspects and needs of accessibility.

Financial Support

Our regional sustainability efforts are largely carried out through collaboration, but we also provide annual financial support to selected causes.

- We support Lasy ry's water protection program for the Siuntio River.
- When needed, we also support community projects within the village.





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