



# **Climate Action Plan**

## **2026**

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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. We have a unique forest restaurant concept and 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 Tervalampi, 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.





Measure

# Measure 2025

In 2019, we calculated our carbon footprint for the first time. Every year, we develop our calculations further. SCOPE 3 emissions are our most important point of focus. 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. Year 2025 is the first one we can compare to previous data.

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

- Property fuels (i.e., motorized equipment needed for property maintenance, such as a tractor, lawnmowers, and a chainsaw.
- In 2025 all other emissions dropped but we had to add 800 g of refrigerant to our Catering kitchen fridge which caused us higher emissions than year before. Otherwise, all emissions have dropped.

<b>GHG Protocol-based emissions</b>	<b>2025 CO2e</b>	<b>2024 CO2e</b>
<b>SCOPE 1 (direct emissions)</b>	2982	356
<b>SCOPE 2 (indirect emissions from purchased energy)</b>	0	0
<b>SCOPE 3 (all other indirect emissions)</b>	19638	20094
<b>Total, kg CO2e</b>	<b>22021</b>	<b>20 450</b>



- Firewood for fireplaces, saunas, and campfires (5 CO<sub>2</sub>e). 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.
- Internal goods transportation within our operations (23 CO<sub>2</sub>e), for example between the kitchen and the cottages. In 2025, two fully electric vans have been in use.
- 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 calculation 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 2025. In 2023, we included for the first time in our SCOPE 3 calculations employee commuting emissions (2898 CO<sub>2</sub>e)—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 and emissions from Annus 2 x business travel as case example of sustainability (to our SCOPE 3 calculations).

### Comparing with 2024 data

Use of electricity was reduced overall 7%  
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.



**-7 %**

LESS ELECTRICITY USED  
AT RESORT

LESS ELECTRICITY

**-7.8 %**

PER GUEST

LESS WATER

**-5%**

PER GUEST

# Measure: objectives 2026

## -3%

LESS ELECTRICITY PER HEATED M2

## -3%

LESS WATER PER GUEST

## +5%

DOMESTIC ORIGIN RATE OF FOOD

### **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. Use of paper napkins has been reduced to minimum

### **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 2025

Reducing emissions is expansive work touching all areas of operations. Our 2025 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 saving principals:

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

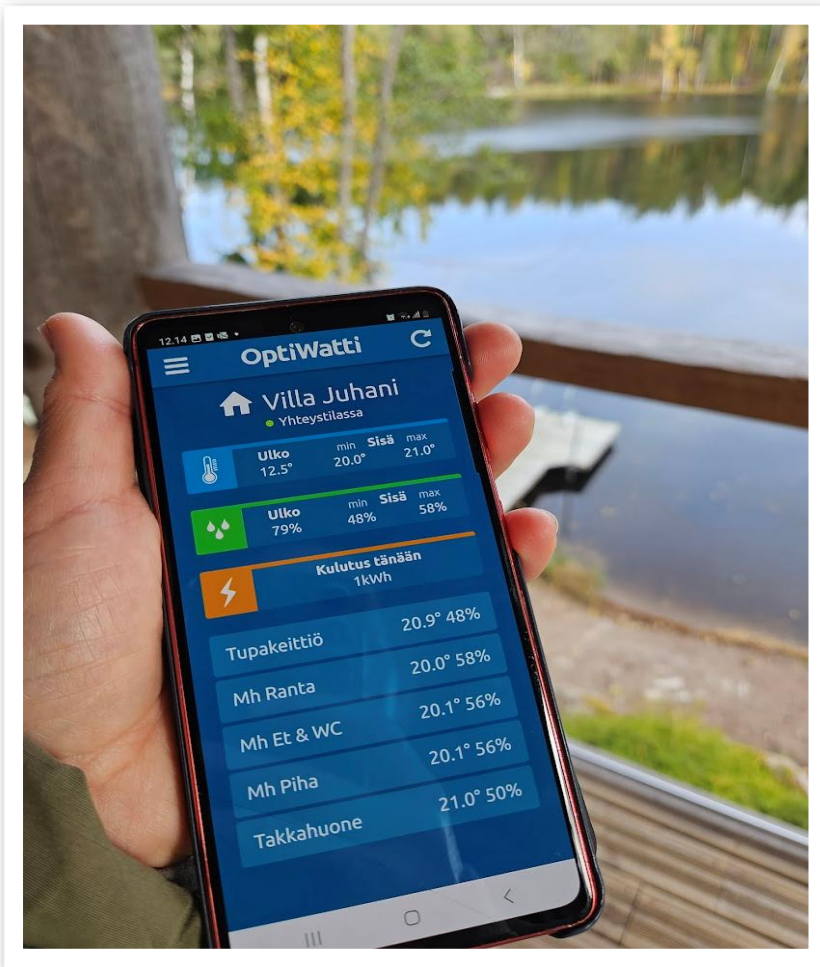
In addition to our own efforts, we also encourage guests to adopt energy-saving habits, as their behavior can significantly impact our electricity and water consumption.

We try to find new ways for saving energy.

## 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 2025 saving energy:

- Air-source heat pump was installed in Tuomela to reduce energy use
- We offer free electric car charging for guests at five villas, also available for staff and subcontractors to promote use of electricity cars
- We marked and cleared old trail from Haukkamäentie to Kattila to make it easier to walk to nearest bus stop and increase possibility to arrive by public transportation
- We reduce the heating from 21 to 17 in Villas Eino, Anna, Iivari and Eino which have direct electricity heating if they are not free for longer time.
- Our maintenance van needed to be changed the one with longer range it was changed to used VW Buzz.

## Waste and Recycling principles

- All of our villas offer recycling facilities, and we encourage guests to recycle.
- 80% of waste from the villa area is sorted by our guests and team members
- Guests can sort the following materials: plastic, cardboard, metal, glass, carton, biowaste, bottles 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.
- Over 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 or sold.



## Actions Taken in 2025:

- 8 Beds from Villa Maria and Villa Eino were donated to charity after being replaced with new ones in spring 2025
- 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.
- Tuomela Lounge got 30 recycled chairs from Nummela Salvation Army's old diner.
- One activity provider in the Nuuksio area is gradually ceasing operations. We bought his stock of used snow shoes instead of buying new ones
- Forest restaurant cutlery was brought from flea markets. They are traditional Finnish trademark, Sorsakoski, which our grandma used to use (about 30 sets).



### 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 are 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.

In winter season sledges, kick sledges and slides replace summer tools.

## Responsible Construction and Renovation Principles

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 2025:

- As a trainee project by a wilderness guide student, we built about 100 m of duck board over Haukansuo wetland to keep our visitors on trail and prevent erosion and accidents at wetland area.
- Duck boards were made out of blanks that were destroyed by kirjanpainaja bug and crew on our yards.
- To be able to encourage travelers visit Nationalpark and arrive Hawkhill by foot we marked and cleared 1.1 km trail from Kattila (the nearest bust stop to Hawkhill)
- Wood waste from Tuomela's construction site was sorted for re-use and for burning:
  - Burnable used for heating Tuomela
  - Re-usable ones used for building birdhouses & bug hotels and for serving boards for our catering

Tuomela, our new 25 m<sup>2</sup> lounge, is 100 % wood building with insulation of ecovilla. We mainly used raw unpainted wood for building.



# Carbon footprint of food 2025

Catering generates the majority of Hawkhill's carbon emissions. For us it is important to use local and domestic and value the ingredients we use so that it does not end up as food waste.

## Principles:

- 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 dinners, 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.
- Consistent planning, accurate material calculation and rotation and staff professionalism have led to an outstanding outcome.

## Actions Taken 2025:

- The kitchen's fridge was replaced with a smaller, energy-efficient version.
- We continue using our proven system of four 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 Hiidenvesi.
- 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.
- Linen napkins are already partially in use during forest restaurant's dinner events

Instead of calculating emissions based on portion sizes, we have chosen to focus on improving the accuracy of raw material procurement calculations.

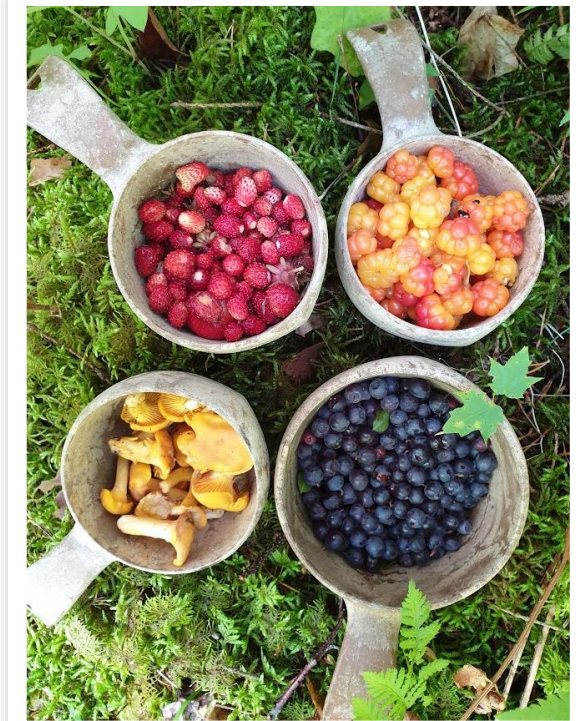
In 2024, we began calculating our nature footprint as part of a thesis project by Jenni Rätty at Laurea University of Applied Sciences. In this calculation, food procurement plays a major role. Work still continues

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.

This year we continue calculation origin rate in euros because kilos of the local producers are not possible to get. Our food based raw material costs of year 2025 are 55 655€, 16 % come directly from farms or forest. We also choose small producers domestic materials from whole sale. This year origin rate is 69 % in Euros. Year 2024 it was 64 %

Our goal is to add amount of raw materials we get directly from local produces directly any time it is sensible for us and producers. If the product is by our normal driving route we can get is from producer if not we get it trough Kesko whole sell system. That way transportation creates less co2 print.



Catering raw materials 2025 all together vat 0%	55 655,83 €
Kotimaiset ostot Kespro: fruit and vegetables	4 916,52 €
Kespro: Teolliset tuot	6 204,69 €
Kespro: Fres products	18 687,98 €
Local prducers and farms directly	7 353,76 €
Mushrooms and wild herbs	1 117,00 €
Domestic raw materials	38 279,95 €
Domestig origin rate in Euros	69 %

# Decarbonise: 2026 Objectives for Catering

Energy & Sustainability



We will renew kitchen's freezing systems to a more modern one to add electricity efficiency . Using of firewood in forest restaurant is monitored.

## Domestic rate

Our goal is to increase the domestic origin rate of food purchases 5 % compared to year 2025

We will also complete the biodiversity footprint calculation covering operations for the years

## Food waste

We remain committed to reducing food waste and sort 100% of waste at catering. We further developing our approach that minimizes waste and respects raw ingredients and plan menus with 0% waste attitude.

We reduce use of paper napkins in our services  
We also reduce using of plastic or foil as packing material in catering .

We reduce use of paper napkins in our services and they are replaced with linen napkins .

## Collaboration with locals

We will find at least 2 new local providers.

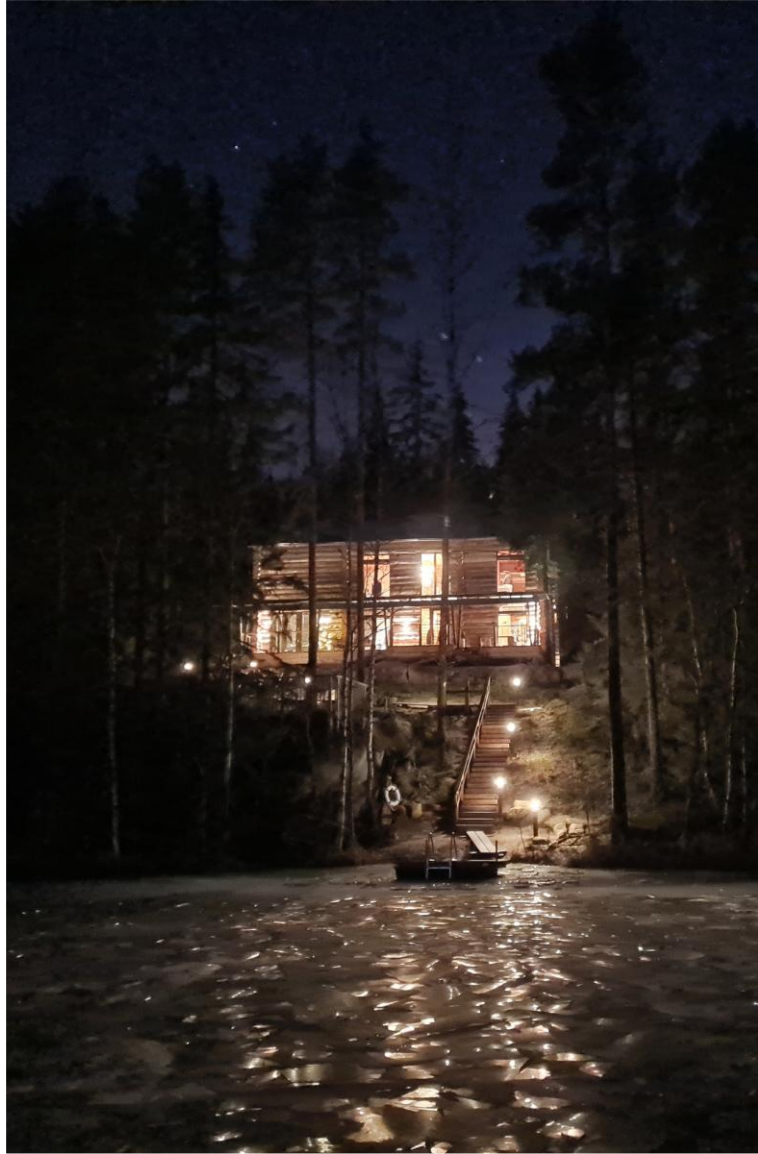
We will add artisan work to our concept that allows us to use more local raw materials for cooking.

We increase the amount of using of local berries and wild herbs which are brought from locals.

## Cultural heritage

We will add at least 1 new traditional dish on our menu.

# Decarbonise: Objectives 2026



## 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/ m2. For year 2026 we will create m2 based system

## Mobility

We offer free EV charging for our guests, partners, and subcontractors, and we will continue communication about this service.

We encourage guests to arrive by foot and bike.

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 will set bird house for every person arriving by boat from central Europe via travel agencies to promote importance of not using plane. By the end of the year, we have at least one Travel agency partner in co-operation.

## Food

We remain committed to reducing food waste and sort 100% of waste at catering. We further develop our approach that minimizes waste and respects raw ingredients and plan menus with 0% waste attitude.

Our goal is to increase the domestic origin rate of food purchases by 5 % compared to year 2025.

We will also complete the biodiversity footprint calculation covering operations for the years.

We will find at least 2 new local providers.

For dinners we do not use paper napkins at all .

## Waste and Recycling

When building a new resort we will re-use all possible materials and furniture available. If not used it will be donated

When building new we use own raw wood material everytime we can.



**Regenerate**

# Regenerative mindset at Hawkhill

Regeneration work is always based on an extensive understanding of the area's biodiversity and locals. This is why we commissioned a biodiversity assessment of our lands in 2023. The assessment gave base to our biodiversity strategy that guides our work on restoration, and how we use our land areas. Regenerative mind set means also building collaboration with locals and companies in our area. We also share both our's and our villages story.

## **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.

## Regenerative and biodiversity work 2025

- In 2025 we offered regenerative experiences as follows : *“Suomaalaiset” – a hike to a Finnish bog, a wild herb foraging tour, treasurers of the woods tour, an insect hotel workshop, and a birdhouse workshop. We also organized a lupin battle & a lupin retreat.*
- “From these programs, 10% of proceeds were donated to support Via Dia food aid in Nummela (see more under “Finance”).
- Through these programs, we built 15 new birdhouses and 10 insect hotels.
- We built 2 new deadwood fences by Villa Taavetti and on bog area.
- We enhanced winter feeding for birds, with special attention to monitoring the presence of the willow tit in the area.
- Biodiversity is being enhanced on 5 hectares of field, and fertilization of the field has been discontinued.
- We began negotiation of restoration the Kalattoman järvi area with Metsähallitus
- We took the inspection of lake water ph/clearness/bacteria on our account as collaboration with our lake Kaitlampi community

- We supported the activities of the Lasy Association for the Protection of the Headwaters of the Siuntio River with a €300 donation.
- We participated in volunteer work organized by Lasy and supported their water protection events through purchases
- We give guidelines for guides and subcontractors on how to act in the Hawkhill (Haukkamäki) nature area and highlighted its unique features.
- During the June lupine mowing event, we cut blooming lupines from a 6,000 m<sup>2</sup> meadow. Approximately 4,500 liters of lupine flowers were collected for disposal about 5000 m<sup>2</sup> of lupins were cut from our field
- We coordinated lupine volunteer events in Nuuksio and 2 local villages inspired local residents to join. A total of 33 500 liters of lupine flowers were removed during these events.
- Our guests can also easily participate in lupine removal at the cottage village.
- We support Kinnastupa volunteer work with 500 e donation + donation pillows and sheets

# 6 ha

RESTORED BOG LAND

# 6 000 m<sup>2</sup>

MEADOW CLEARED OF LUPINS

# 5 000 m<sup>2</sup>

FIELD CLEARED OF LUPINS

# 33 500 l

LUPINE FLOWERS DESTROYED  
WE COORDINATED 8 LUPINE VOLUNTEER EVENTS

# Regenerate: objectives 2026

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 mow lupines in the meadow and field area twice during 2026.
- We will coordinate Lupine Volunteer Events in Nuuksio. Goal all together 40000 l / lupines cut.
- We keep adding the knowledge of biodiversity work in public presentations and social media
- 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 wetland
- At least one new rotten wood fence will be built during year 2026

## Communication and Restoration Collaboration

- Our goal is to expand the lupine 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
- We will set ceramic exhibition on our land with local artists from our village. The theme is Finnish forest spirituality to increase knowledge of Finnish cultural history .
- We will add at least 1 new traditional dish on our menu
- We will make at least one new traditional sauna-based product
- 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 will set bird house for every person arriving by boat from central Europe via travel agencies to promote importance of not using plane. By the end of the year we'll have at least one Travel agency partner in co-operation.



# Collaboration

# Collaboration and social responsibility 2025

Our business has been living and operating in the village of Tervalampi for over 79 years and we plan to continue for at least another 100 years. We actively participate in environmental and village community activities. Our goals include enhancing the vitality of the area and developing environmental collaboration



## **Our guidelines and actions taken :**

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.

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.

- Annu participated as a speaker or panelist in eleven events related to and sustainable tourism.
- The themes of events were sustainable business, regenerative practices, biodiversity work.
- Hawkhill Resort hosted several study and benchmarking trips also attracting international travel agents and entrepreneurs to learn our sustainable way of doing business.
- We are a fair employer: our employees and also 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



## 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 Lomalaidun ry, 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.

Annu was giving presentation on sustainability entrepreneurship in Nummela vocational school and upper secondary school.

## 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 Haukkämäki enhance the message that everyone is welcomed here just as they are.

Hawkhill was sponsor of Vihti Pride Picnic 3rd year in a row.

## Supporting the Community

We rent space for our preparing kitchen at the Tervalampi village hall and coordinate local events, such as Elokisat.

We are also part of Kaitlampi huvilayhdistys which increases collaboration on our cottage lake Kaitlampi .

2025 our suggestion for a firework free new year at lake Kaitlampi went trough.

We also took care of the lake water's ph/ bacteria inspection in 2025.

## Bringing Light and Joy to Our Region

Events originating from Hawkhill: *Lux Nuuksio* in January / February, *Lupin Battle* in June and *Night of Lanterns* in August, have become established parts of the Nuuksio Lakeland event calendar and take place by our cottage lake.

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



# Collaborate: Objectives 2026

## 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 organize 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.



## 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 organize at least one school collaboration with primary/secondary and upper secondary school students.
- We will be actively involved in the activities of the village community.



- Annu Huotari be the chairperson of *Nuuksio Lakeland association for the 3rd year in row.*
- *NL has increased and tightened collaboration between companies in Nuuksio area.*
- *We organize at least one collaboration with our Village community*



# Finance

# Finance 2025

Hawkhill is a family run business in the third generation. We have decided to continue as a family also in the future. We do not seek quick profits. Instead, we aim for profitable business over decades.

## Responsible leadership

We changed the organizational structure of our company to better suit the current business 2024.

We agreed to continue as family business and this also ensures the continuation of our sustainability work.

We updated our strategy and our values. Values highly guide our decision making.

## Values of Hawkhill:

From the village,  
Fair (on the side of the  
goodies),  
Vibrant,  
On the side of nature.

## 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 2025

### Charity and donations:

- 10% of the price of Hawkhill's regenerative tourism products is donated in full to charity. In result of sales of 2024, we supported Siuntionjoen latvajärvien Suojeluyhdistys =Lasy:ry with a 500 € in March 2025.
  - We also supported Lasy:s operations for 300 € in June 2025.
  - Hawkhill co-sponsored the *Pride Picnic* event in Nummela in June with a donation of 400 €.
  - Hawkhill supported children's event at Etelä-Nummela School organized on 22.11.2025 for 150 €.
  - We supported local Kinnastupa charity work by donating linen, sheets and 30 sets of towels to take as aid to Kharkiv Ukraine.
- We also organized an autumn maintenance event and supported Kinnastupa in return
  - Annu gave presentations of being entrepreneur and why it would be a choice of new generations.
  - Annu gave presentations on sustainability in Nummela High school



# Finance: objectives 2026

## 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 add more pictures and video material to support accessibility of our villas.

## Financial Support

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

- We support ViaDia food aid with 10% of 2025's our regenerative programmes' turnover.
- When needed, we also support community projects within the village.
- Vihti Pride Picnic will be supported as well.





HAWKHILL

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