



Diversity, equality and non-discrimination plan of Metsähallitus 2023–2026

**Human rights
belong to
everybody
and they are
the same
everywhere.**



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Introduction

We at Metsähallitus respect and observe human and fundamental rights, including linguistic rights, in all our activities. Our activities are based on internationally recognised social responsibility commitments and principles, such as the UN Guiding Principles on Business and Human Rights and the 2030 Agenda for Sustainable Development. Through our commitments, we promote responsibility at international level with the aim of building a world where the limits set by nature are respected, which is characterised by equality and fairness and where no one is left behind.

The measures set out in the diversity, equality and non-discrimination plan are part of the strategy and responsibility policies of Metsähallitus. The purpose of the plan is to ensure that the responsibility policies that we have adopted on the basis of the above-mentioned international responsibility guidelines and principles are also incorporated into our activities. With this plan, we are building a diverse work

community, promoting non-discrimination and inclusion and eliminating discrimination in our employer activities and in the services that are intended for our customers, partners and stakeholders. By doing this, we can fulfil the promise that we have given to our personnel and stakeholders that Metsähallitus is a place where diversity is promoted and respected and where customer-orientation is a key priority.

Photo: Metsähallitus / Katri Lehtola



With our diversity, equality and non-discrimination plan, we ensure that human rights are respected in our activities. We do not tolerate any discrimination on the grounds of age, gender, origin, language, belief, religion, opinion, disability, health, sexual orientation or other reasons related to the person in our activities, services, work community or supply chain.

As set out in our Code of Conduct, we also require all our suppliers and contracting partners to respect fundamental and human rights.

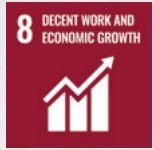


Photo: Metsähallitus / Katri Lehtola



DIVERSITY, EQUALITY AND NON-DISCRIMINATION PLAN 2023–2026

We promote diversity and inclusion

Through the measures set out in the plan, we are building a more diverse work community where everyone can work safely as an individual and without fear of discrimination or harassment based on their personal qualities or views. By strengthening our understanding of diversity, we are also better placed to understand our customers, partners and stakeholders and meet their needs.

The objectives set out in our diversity, equality and non-discrimination plan also promote the achievement of the UN Sustainable Development Goals and mitigate the adverse human rights impacts affecting the diversity and equality of our personnel, customers, partners and stakeholders.

We monitor the progress towards the

achievement of the objectives set out in the diversity, equality and non-discrimination plan on a regular basis. We report on the findings to the Management Group and Board of Directors of Metsähallitus. Our customers, partners and stakeholders can also keep up to date on the progress by consulting the Metsähallitus Annual and Responsibility Report.

DIVERSITY

We are committed to promoting diversity

Metsähallitus personnel, customers and partners as well as jobseekers expect us to promote diversity. Personnel diversity and promoting it are key commitments in our personnel promise. Substantial progress in the promotion of diversity was already achieved in the previous planning period when we created structures providing a basis for a higher degree of diversity, such as anonymous recruitment and positive special treatment.

Photo: Metsähallitus / Katri Lehtola

POHJANLAHTI

Diversity means the richness arising from the diversity of the work community and from the different backgrounds (such as gender, identity, age, education and culture) of its members.

PERSONNEL PROMISE
We promote diversity in the work community. Our wellbeing stems from expertise, cooperation, trust and respect for each other. In the work community, we ensure equal treatment and we understand and take into account each other's life situations.



Management provides the basis for our objectives

Supervisors play a key role in the building of a diverse, equal, appreciative and cooperation-oriented organisational culture. With the objectives set out for the planning period, diversity, equality and non-discrimination become an integral part of the management process, personnel selection, supervisory work and career planning at Metsähallitus.



Photo: Metsähallitus / Katri Lehtola

MANAGEMENT PRINCIPLES

Everyone at Metsähallitus has the right to expect good management practices to be used and the right to give constructive feedback. In return, everyone at Metsähallitus has an obligation to demonstrate good work community skills.



Photo: Metsähallitus / Katri Lehtola

Our key objectives

MANAGEMENT



We will ensure diversity as part of the management system and in the recruitment of management group members, supervisors and personnel in individual business units.

We will actively disseminate information about the objectives and measures set out in the plan both internally and externally, taking our stakeholder groups into account.

SUPERVISORY WORK



We will incorporate diversity, equality and non-discrim-

ination into supervisory work and its development at Metsähallitus.

As part of the supervisory work, we will make every effort to ensure the equal treatment of temporary agency workers and provide them with opportunities to act as members of the work community.

METSÄHALLITUS PERSONNEL



We will work to enhance broad-based competence and career development as part of strategic planning.

We will ensure that our career paths are based on diversity, equality and non-discrimination.

We will ensure non-discriminatory pay and employee benefits.

We will continue the development of multilocal work practices and the work to put them on a more permanent basis,

taking the equality and diversity of our employees into account.

We will take linguistic rights into account in our work.

CUSTOMERS, PARTNERS AND STAKEHOLDERS



We will take diversity into account in the cooperation with our customers and stakeholders.

We build diversity through recruitment

Recruitment is a key instrument in the efforts to achieve a more diverse work community and to strengthen equality and non-discrimination. By recruiting individuals of different ages and backgrounds possessing different skills, we also strengthen the understanding of diversity in the work community.

Photo: Metsähallitus / Katri Lehtola



RECRUITMENT PRINCIPLES

When recruiting employees, we do not discriminate against anybody on the grounds of age, origin, nationality, language, religion, belief, opinion, political activity, trade union activity, family relationships, health, disability, sexual orientation or other personal characteristics.



Photo: Metsähallitus / Katri Lehtola

Our key objectives

RECRUITMENT



We will update our recruitment process to ensure a more diverse work community.

We will increase the share of underrepresented groups among the personnel by 3% by the year 2026.

We will increase the share of anonymous recruitment in all recruitments by 25% during the planning period.

In anonymous recruitment, the applicant's background details are hidden in the application process to ensure a non-discriminatory procedure.

ORIENTATION



We will ensure uniform orientation that supports the objectives of diversity.

Positive special treatment means that in an application process with two candidates possessing equal credentials, the selection can be made on the basis of a quality possessed by a minority of the work community members.

INCLUSION

Inclusion means an open work culture where individuals are accepted as they are and encouraged to be active members of the work community and where nobody is left outside.

Wellbeing arises from appreciation

A high degree of communal wellbeing can only be achieved if the members are able to experience appreciation, feel the sense of belonging and have the chance to influence developments. Our aim is to create an environment that recognises the qualities and capabilities of an individual and offers both opportunities and the freedom of choice.



We have zero tolerance for harassment, and no inappropriate or discriminatory language is accepted

Typically, harassment and discrimination occur as part of everyday interaction. In accordance with the management principles observed at Metsähallitus, we are committed to showing appreciation in the work community by listening to other members, by being present and by communicating in an open and genuine manner.

Our key objectives

METSÄHALLITUS



We will lower the threshold of highlighting inappropriate

We will ensure that inappropriate conduct can also be reported anonymously.

We will pay attention to unconscious prejudices and work to eliminate them.

We will develop the culture of interaction at Metsähallitus.

CUSTOMERS, PARTNERS AND STAKEHOLDERS



We will ensure that our stakeholders, customers and partners are not discriminated against.

ACCESSIBILITY

Accessibility

Everyone is able to use digital services or material regardless of their personal qualities or disabilities, such as age or injury.

Accessibility

means that all facilities, services and goods are easy to use and that all information is easy to understand and available when needed.

We promote non-discriminatory participation

Accessibility is closely linked to the promotion of inclusion and diversity. Our aim is to develop accessibility so that everyone can act independently and in equal partnership with others.

Our key objectives

METSÄHALLITUS PERSONNEL



We will ensure that all Metsähallitus employees are committed to promoting accessibility and will clarify their roles and responsibilities.

We will ensure the accessibility of all data content.

We will ensure the accessibility of all our facilities.

CUSTOMERS, PARTNERS AND STAKEHOLDERS



We will ensure accessibility in the purchases of systems and publications.

We will promote non-discrimination in recreational use of nature and tourism services.

We will develop the accessibility of services in accordance with customers' needs.

PROMOTING EQUALITY IN ACTIVITIES RELEVANT TO THE SÁMI
AND THE SÁMI HOMELAND

We promote the equality of the Sámi people

The activities of Metsähallitus in the Sámi Homeland are guided by the natural resources plan covering the period 2022–2027. The Akwé: Kon operating model was used in the planning process and an Akwé: Kon working group has assessed the impacts of the plan.

A broad range of different measures concerning the status and rights of the Sámi people have been included in the [natural resources plan for the Sámi Homeland \(in Finnish\)](#). We support the measures set out in the natural resources plan with our

diversity, equality and non-discrimination plan. The plan sets out our objectives in the field of promoting the equality of the Sámi in the employer activities of Metsähallitus and in linguistic rights.

Photo: Tarja Lämsman / Arctic Photos

The Akwé: Kon operating model is a voluntary operating model based on the Akwé: Kon guidelines set out in the UN Convention on Biological Diversity. The purpose of the guidelines is to safeguard the preservation of biodiversity, the relationship of indigenous peoples with nature, and traditional knowledge and to ensure the full participation of indigenous peoples in all phases of the projects and plans relevant to them.



Our key objectives

METSÄHALLITUS AS AN EMPLOYER



We will promote job opportunities for Sámi and speakers of Sámi languages at Metsähallitus.

We will work to enhance the knowledge of Sámi languages and culture among our personnel.

LINGUISTIC RIGHTS



We will maintain and develop communications in the Sámi languages.

Photo: Metsähallitus / Aino Ilkka



Metsähallitus

- Fostering natural values and stewarding our shared assets responsibly across generations.**

