

Sustainability Report - 2025

Evenio Oy

Good Travel Seal Level 2 & 3

Content

Reporting context	3
General information	4
Introduction	5
Mission statement & policy	6
Assessment overview	7
Detailed overview	8

Reporting context

General information

This report presents the results of applying the Good Travel Seal Assessment & Reporting system to the business Evenio Oy.

The Green Destinations Solutions for Businesses issues this Report with an overview of criteria scores and suggestions for further improvement. For successful applicants, specific ratings will be published on our websites. No public reference will be made about unsuccessful applications.

Introduction

Mission statement & policy

Mission statement

Policy

Assessment overview

Main theme	Criteria	Completed
0. Characteristics	1	1
1. Food & Products	7	7
2. Caring For People	18	18
3. Good employment	8	8
4. Caring for Climate	11	11
5. Reducing Waste	7	7
6. Caring for Water	5	5
7. Reducing Pollution	3	3
8. Caring for Nature	9	9
9. Caring for Culture	5	5
10. Management & Information	7	7





Detailed overview

0. Characteristics

1

Type of business

1



Action			Details
0.1. Additional criteria selection Select your type of business to include the relevant additional criteria. Select the LEVEL 3 option if you have registered for this certification.			,

1. Food & Products

7

Food & Products

7

Action			Details
<p>1.1. Responsible offer When purchasing and offering goods and services, the organization gives priority to local, eco-friendly and fair trade suppliers whenever these are available and of sufficient quality. (B3)</p>	✓	✓	<p>For local guided Tours Evenio always benchmarks and gives priority to local, eco-friendly and fair trade suppliers whenever these are available and of sufficient quality. e.g. for local nature tours we would choose a local service provider for travel (STF certified buses or sea travel vessels) and a small outdoor food provider, which uses local, eco-friendly food from first class ingredients. For our guides we share information of our values in our offer and expect these values are respected when working for Evenio.</p> <p>For international healthcare meetings and events we have to apply industry specific compliance rules, and within these rules we aim to find local, sustainably working destination service providers, such as hotels and F&B providers. For travel needs we aim to find always the most sufficient ways, which is also part of the Efpia compliance rules. We e.g. try to offer alternative options for flying, such as train connections.</p>
<p>1.2. Environmentally preferable purchasing Purchasing policies favour environmentally sustainable suppliers and products, including capital goods, food, beverages, building materials and consumables. (D1.1)</p>	✓	✓	<p>We make our decisions based on our purchasing policy. As an example we prefer the more sustainable service provider even though the impact could be e.g. a higher price.</p>
<p>1.3. Efficient purchasing Carefully manages the purchasing of consumable and disposable goods, including food, in order to minimise waste. (D1.2)</p>	✓	✓	<p>In all our doing we manage consumption of all goods purchased in order to minimize waste production. e.g. we ask in advance for exact information to avoid serving of incorrect food & beverages, we advance digital format of materials instead of printing hardcopies.</p>



<p>1.4. Responsible food on offer</p> <p>Offers vegetarian, vegan, gluten-free, dairy-free and other special dietary options upon request.</p>	✓	✓	<p>For our tours and events we always offer vegan, vegetarian, gluten- and dairy-free food. We also try to enable any further special dietary requests our guests might have. As an example for our meetings we always select a buffet lunch that includes these options and ask in advance for requested options.</p>
<p>1.5. Info on responsible food</p> <p>Communicates which F&B options are local and which are Fairtrade, vegetarian, vegan, or organic.</p>	✓	✓	<p>Each event and each tour that has F&B services included are communicated in our agendas, or tour descriptions. Registration forms ask all participants to inform us of any dietary restrictions.</p>
<p>1.6. Reducing meat consumption</p> <p>Takes initiative to reduce the offer/purchase of meat products and offers no products from endangered fish, seafood or other species.</p>	✓	✓	<p>We do not promote meat consumption. We always offer vegetarian options and if possible put weight on these options.</p>
<p>1.7. Local art & craftwork</p> <p>Local art/craft is reflected in design and furnishings.</p>	✓	—	<p>We do include information sharing of any local art or craftsmanship we might have surrounded in our location, or route - depending in the location we spend our time in.</p> <p>For example during a guided Tour we explain what kind of artists work in a building, or what kind of art may be found in the area. We also work together with local artists and plan co-operation in the form of combining drawing with an artist whilst being in a forest.</p>

2. Caring For People

18

Social wellbeing



9

Action			Details
2.1. Legal compliance Is in compliance with all applicable local, national and international legislation and regulations including, among others, health, safety, labour and environmental aspects. (A2)	✓	✓	Yes, we comply with all legislation and regulations.
2.2. Responsible social contribution Actively supports initiatives for local infrastructure and social community development. Examples of initiatives include education, training, health and sanitation, and projects which address the impacts of climate change. (B1)	✓	✓	We actively support initiatives for local infrastructure and social community development. We participate in local events, e.g. facilitate good will-campaigns for elderly persons, create trash pick up - tours and offer clubs, presentations or participate in events that address cultural heritage and climate change.
2.3. Community services Activities do not jeopardize the provision of basic services, such as food, water, energy, healthcare or sanitation, to neighbouring communities. (B8)	✓	✓	Non of our activities do jeopardize the provision of basic services.
2.4. Local livelihoods Activities do not adversely affect local access to livelihoods, including land and aquatic resource use, rights-of-way, transport and housing. (B9)	✓	✓	Our activities do not adversely affect local access to livelihoods
2.5. Involuntary resettlement Acquisition and expansion of the property has not lead, nor is leading to, the involuntary resettlement of residents. (A8)	✓	✓	Acquisition and expansion of the property has not lead, nor is leading to, the involuntary resettlement of residents.

2.6. Local ownership The owner is a local resident actively participating in the business.	✓	—	Yes. The owner is a local resident actively participating in the business.
2.7. Local entrepreneurs Supports local entrepreneurs in the development and sale of sustainable products and services that are based on the area's nature, history, and culture. (B4)	✓	—	We always support local entrepreneurs in the development and sale of sustainable products and services that are based on the area's nature, history, and culture. For example we have collaborated with a local bakery, developing local, sustainable products suitable for guided tours. We also collaborate with a wilderness Guide that offers camp food and is using local products.
2.8. Destination engagement Is involved with sustainable tourism planning and management in the destination, where such opportunities exist. (A10)	✓	✓	We are actively involved with sustainable tourism planning and management in the destination, where such opportunities exist. We are actively participating in sustainable tourism -projects, where we produce sustainable products and learn ways of working sustainably. Carbon Neutral Experience and Sustainable growth for Tourism: South Finland
2.9. Local student internships Offers internships to local students.	✓	—	We do offer internships for local students if any suitable work is available.

Health & safety



4

Action			Details
2.10. Ensure health & safety Never causing health or safety hazards. Any risk factors are identified and addressed.	✓	✓	We always make a risk assessment, identify and address risk factors. After a tour or project we review and make corrections to improve our services.

2.11. Safe location Location and immediate surroundings are safe, e.g. with security guards, security cameras, surveillance, or locks.	✓	—	We are always in safe locations.
2.12. Emergency protocols Emergency procedure is established regarding e.g. first aid, safety training, and emergency exits.	✓	—	In all locations we operate we have emergency procedures available.
2.13. Virus-awareness Implements all legally required measures against virus transmission (Virus-Aware Seal can be obtained upon separate check).	✓	—	In case needed and required we implement all legally required measures to prevent virus transmission.

Accessibility

5

Action			Details
2.14. Access for all Provides access and information for persons with special needs, where appropriate. (A7.4)	✓	✓	We create as accurate as possible descriptions of accessibility to our product information cards so that readers can evaluate the tour from accessibility point of view. For example when we use waterbusses as transportation vehicles or access museum areas, we always investigate the surroundings and ask for accurate information related to accessibility of the area and services, e.g. Toilets or stairs or walking path cover materials. We are committed to gain knowledge of the needs and to add accessible services into our product portfolio.
2.15. No discrimination Welcomes all guests without discrimination by gender, race, religion, disability or in other ways.	✓	✓	The goal of our inclusive travel is to ensure that travel experiences are equally accessible to all, regardless of age, sexual orientation, religion, culture, and special needs.



<p>2.16. Transport Seeks to reduce transportation requirements and actively encourages the use of cleaner and more resource efficient alternatives by customers, employees, suppliers and in its own operations (e.g. by informing about the availability of local public transportation). (D2.2)</p>	✓	✓	<p>We always aim to plan our tours so that it is possible to join them using public transportation or we use public transportation as part of our tour. Guidance and encouragement is included in all our Product Descriptions on company website. product information is currently being created and included into the webpage. Work in progress!</p>
<p>2.17. Info on accessibility Clear and accurate information is provided on the level of accessibility.</p>	✓	—	<p>Each service has exact and detailed information on accessibility and requirement levels.</p> <p>https://www.evenio.fi/sustainability</p> <p>https://www.evenio.fi/products</p>
<p>2.18. Property rights & access Acquisition of land and water rights and of property is legal and complies with local communal and indigenous rights, including their free, prior and informed consent. User and access rights for key resources, including land and water, are documented where applicable. (A8)</p>	✓	✓	<p>Using and accessing key resources always complies with legal rights.</p>

3. Good employment

8

Good employment

8

Action			Details
<p>3.1. Human respect</p> <p>Has implemented a policy against commercial, sexual, or any other form of harassment or deprivation of human rights. (B5)</p>	✓	✓	Currently no such policy is available, but will be established Year 2023.
<p>3.2. Decent work</p> <p>Labour rights are respected, a safe and secure working environment is provided and employees are paid at least a living wage. (B7)</p>	✓	✓	We always respect the laws and do the utmost to offer a safe and secure working environment. Employees are paid at least a living wage.
<p>3.3. Local employment</p> <p>Local residents are given equal opportunities for employment and advancement, including in management positions. (B2)</p>	✓	✓	Currently there is no plan in place for employing further persons. Instead we work together with local companies, cross-selling and buying services from the eco-system.
<p>3.4. Equal opportunity</p> <p>Offers employment opportunities, including in management positions, without discrimination by gender, race, religion, disability or in other ways. (B6)</p>	✓	✓	We work completely inclusively, without discriminating any one by gender, race, religion, disability or in other ways.



<p>3.5. Training Employees are offered regular training, experience and opportunities for advancement. (B7)</p>	<p>✓</p>	<p>✓</p>	<p>Training is available for all involved in projects, tours or meetings. Opportunities for advancement can be offered if there is interest for that.</p> <p>For example we train all event project participants how to handle waist and how to guide event participants to act in an environmentally friendly manner. We also train all project workers to familiarize themselves with Evenio's sustainability efforts, company core values and our commitment.</p> <p>Our guides are being trained to offer e.g. tab water refills during a tour and to add knowledge into our guidance content. An advisory role is part of our product content and this is a requirement, too for our guides.</p> <p>In case we would employ someone, we would offer training in form of participating in sustainability-related courses.</p>
<p>3.6. Employee insurance Employee contracts show support for health care and social security.</p>	<p>✓</p>	<p>—</p>	<p>The employees have Travel and Accident Insurances. No special healthcare plans are available, but healthy lifestyle related to eating habits and motion are promoted and for example encouragement for walking meetings is available. The use of Finnish Health Centres is in place.</p>
<p>3.7. Employee well-being Focuses on ways to prevent physical and mental strain for employees by including complaint management systems. Employees have regular breaks and do not work excessive hours.</p>	<p>✓</p>	<p>—</p>	<p>We work short times (1,5 - 6 hours) or 2-3 day projects only. For a micro size company it is important that we create a trustworthy and open working relationship. We pay attention to knowledge sharing of breaks, and expectations what comes to working hours.</p>
<p>3.8. Employee engagement Employees are engaged with development and implementation of the sustainability management system and receive periodic guidance and training regarding their roles and responsibilities in its delivery. (A4)</p>	<p>✓</p>	<p>✓</p>	<p>Our values are shared to all involved.</p>

4. Caring for Climate

11

Energy & climate

11

Action			Details
<p>4.1. Climate-friendly</p> <p>Minimises energy consumption and does not waste energy. (D1.3)</p>	✓	✓	<p>Our office is using thermal energy, led lights and we never use electronic equipment if not in active use.</p> <p>We always aim to use co-operation partners that minimize energy consumption and particularly discuss and evaluate these matters when planning co-operation.</p>
<p>4.2. Energy consumption</p> <p>Energy consumption is measured by type and steps are taken to minimize overall consumption. (D1.3)</p>	✓	✓	<p>Evenios office is a homeoffice. From 1.1.2023 onwards Evenio is collecting reports from energy providers and starts measuring & reporting the consumption of electricity and fuel usage for car driving. Caruna for the transfer and Oomi for electricity.</p> <p>To minimize energy consumption we choose public transportation, which is easily done having the bus, commuter train and metro lines in close vicinity. In homeoffice we use only led lamps and heating is put on 21 degrees. Solar energy installation on top of geothermal heating is being planned to support our green energy consumption.</p>
<p>4.3. Greenhouse gas emissions</p> <p>Significant greenhouse gas emissions from all sources controlled by the organization are identified, calculated where possible and procedures implemented to avoid or to minimize them. Effective compensation of the organization's remaining emissions is encouraged. (D2.1)</p>	✓	✓	<p>With the CO2 calculator for the travel industry, we start calculating Evenio's carbon footprint and map out the largest emission sources. The results will help us to communicate our climate impacts and plan activities that are more climate-friendly.</p>
<p>4.4. Renewable energy</p>	✓	✓	<p>The plan to implement solar energy for office energy supply is done and planned to complete</p>

Makes efforts to increase its use of renewable energy. (D1.3)			within next 2 years.
4.5. Energy saving practices Implements equipment and practices that minimise energy use.	✓	✓	We use equipment only if in active use. Energy saving mode in PC's is on. Lights are led-lights and on only if needed. We discuss and promote energy-saving methods when working with our co-operation partners.
4.6. Heating & A/C Prevents unnecessary use of outdoor heating or air conditioning.	✓	✓	We use thermal energy for office heating. Air conditioning is on only when necessary. We discuss and promote energy-saving methods when working with our co-operation partners.
4.7. Renewable energy producer Produces its own renewable energy (solar, wind, bio) or applies solar water heaters.	✓	—	In planning.
4.8. Electric cars Only uses fully electric cars, powered by renewable energy.	✓	—	For our tours we will use an e-bike and we provide guidance services for e-tuk tuk -tours. eBike will be charged with home office electricity purchased from company Oomi, e-tuk tuk's are charged with wind energy. Oomi Renewable comprises solar, wind and water, which makes 100% renewable, low-emission and environmentally friendly energy.
4.9. Crypto-currencies No usage of crypto-currency transactions because of their high energy use.	✓	—	We do not use crypto-currencies
4.10. Net Zero Confirms actual current carbon footprint, a net zero reduction plan and is	✓	—	Evenio is registered to a CO2 - calculator tool for travel trade companies. This tool is a carbon foot print calculator developed specifically for the tourism industry in Finland by Visit Finland organisation. We are starting to use the tool as of now and will start to gather data to understand what kind of a reduction plan we can create.



<p>able to achieve and demonstrate Net Zero to the company's stakeholder through a Net Zero certificate from an independent certification or assurance report.</p>			
<p>4.11. Climate adaptation</p> <p>Measures are implemented to combat the expected impacts of the climate emergency and to enhance climate resilience and adaptation, in a socially and environmentally friendly way.</p>	<p>✓</p>	<p>✓</p>	<p>We at Evenio think that it is critical that people are brought along in the choices to be made to combat expected impacts of the climate emergency. We understand that this requires transparency, access to information and citizen engagement on climate risk and green growth.</p> <p>We believe that open, active discussion in public, for example during our tours and events or in public communication channels may have a positive impact to affect behavioral and political barriers to decarbonization, and in doing so we may be able to generate new ideas and new ways of thinking.</p> <p>We want to be respectful thought leaders that act in everyday life in a socially and environmentally friendly way.</p> <p>Currently there are no exact measurements in place to follow up our impact, but we train ourselves to understand the complexity of the climate crises and year 2024 will work on ways to measure our impact.</p>

5. Reducing Waste

7

Waste

7

Action			Details
5.1. Minimising disposables Prevents the use of single-use disposables (especially plastic) and offers reusable alternatives instead (e.g. cutlery).	✓	✓	Yes, in all aspects we implement this way of working. For example if food is included in our service or product we prompt our guests to bring along own reusable cutlery or our co-operation partners to use reusable or eco-friendly single use disposables.
5.2. Waste reduction Waste, including food waste, is measured and mechanisms are in place to reduce waste. (D2.4)	✓	✓	Yes, we aim to provide only needed amounts of food and try to implement the idea of sharing e.g. waste food to those in need. This is done when discussing F&B needs with hotels, and asking how waste is reduced, if appropriate we do share ideas how to plan waste management e.g. through sharing excess food to organisations that may find it useful and see it as an opportunity.
5.3. Waste separation Mechanisms are in place to reuse or recycle waste where reduction is not feasible. (D2.4)	✓	✓	Our own waste is always being recycled according to Finland's recycling guidelines. Bio, metal, paper, plastic, glas are being separated, collected and brought to containers. if any other type of waste should be in our hands we bring them to recycling centres and seek for guidance from here . In case we have useful materials that can be given to Kierrätyskeskus , we give them away and if possible we use materilas from the same place. We always pay attention to material usage and limit material consumption always when possible. Most materials are hardcopies of electronic documents.



<p>5.4. Waste disposal Any residual waste disposal has no adverse effect on the local population or the environment. (D2.4)</p>	✓	✓	<p>Our events are located in several places and we pay attention to local service providers ways of working. Our local tours do not have any effect on the local population or the environment.</p>
<p>5.5. Waste storage & disposal Waste is safely stored, separated, and disposed of in a responsible manner, with no adverse effect on the local population or the environment.</p>	✓	✓	<p>In the office all materials - if any - are being recycled as only possible in Finland. Working in other locations we work out the way we can to work the same way. if not possible, we tell about good practises.</p>
<p>5.6. No single-use bottles Promotes drinking of (safe) tap water and provides access to refill reusable bottles, does not offer bottled water.</p>	✓	—	<p>We always promote taking own reusable water bottles with and advise that our tap water is drinkable.</p>
<p>5.7. Recycling actions Actively organises or participates in recycling actions which go beyond basic waste separation.</p>	✓	—	<p>We are planning to create recycling actions in cooperation with Kierrätyskeskus and create actions like "Guided Trash Walks", where we collect trash during the walk path and also learn about local ways of recycling and share knowledge. We may have someone from kierrätyskeskus joining us.</p>

6. Caring for Water

5

Water

5

Action			Details
6.1. Water conservation Takes steps to minimise water consumption and prevents water pollution. (D1.4)	✓	✓	In events where overnight stays are included, we aim to find accommodation where water consumption is tried to be minimized. Our search and selection criterias include certified venues and Service providers, in Finland STF labelling is a criteria. In our tours or internal activities this is not applicable.
6.2. Water consumption Water risk is assessed, water consumption is measured by type, and steps are taken to minimize overall consumption. Water sourcing is sustainable and does not adversely affect environmental flows. In areas of high water risk, context-based water stewardship goals are identified and pursued. (D1.4)	✓	✓	Our accommodation services are always in different places in Europe and in USA, depending on client's decision and compliance rules in healthcare industry. We are not able to provide any evidence, but locations are always in bigger cities and using municipal water management systems.
6.3. Sewage treatment Connected to sewage water treatment system (or safe septic tank option).	✓	✓	Accommodation services we cooperate with do use municipal water management.
6.4. Water saving devices Has devices such as toilets, taps, and showers, that reduce the consumption of water.	✓	✓	Accommodation services we cooperate with often use devices that reduce the consumption of water. This request will now be implemented in our venue search criterias.



<p>6.5. Good use of water Wastewater, including grey water, is effectively treated and is only reused or released safely, with no adverse effects to the local population or the environment. (D2.3)</p>	✓	—	Accommodation services we cooperate with do use municipal water management.
---	---	---	---

7. Reducing Pollution

3

Pollution & Noise

3



Action			Details
<p>7.1. No pollution Implements practices to minimise pollution from noise, light, runoff, erosion, ozone-depleting substances, and air, water and soil contaminants. (D2.6)</p>	✓	✓	<p>For event services we purchase air travel tickets to our client's. We try to find travel routes that are minimising pollution.</p> <p>For programme services we use only vehicles that are STF-certified.</p>
<p>7.2. No air pollution Identifies potential causes of air pollution and takes steps to prevent or minimise them. (D2.1)</p>	✓	✓	<p>No unnecessary flights or driving to minimize pollution.</p>
<p>7.3. Harmful substances The use of harmful substances, including pesticides, paints, swimming pool disinfectants, and cleaning materials, is minimised, and substituted when available by innocuous products or processes. All storage, use, handling, and disposal of chemicals are properly managed. (D2.5)</p>	✓	✓	<p>No harmful substances are usually being used. Selection, handling and storing of paint or cleaning materials is done environmentally friendly ways.</p>

8. Caring for Nature

9

Nature

9

Action			Details
8.1. Nature friendly Supports and contributes to biodiversity conservation. Any disturbance of natural ecosystems is minimised, rehabilitated and there is a compensatory contribution to conservation management. (D3.1)	✓	✓	Yes. We support and contribute by sharing knowledge. In our operations we always aim to minimize any disturbance of natural ecosystems. We do follow the principles of sustainable tourism set by Metsähallitus .
8.2. Invasive species Takes measures to avoid the introduction of invasive species. Native species are used for landscaping and restoration wherever feasible, particularly in natural landscapes. (D3.2)	✓	✓	This is not applicable in our company.
8.3. Animal welfare No species of wild animal is acquired, bred or held captive, except by authorized and suitably equipped persons and for properly regulated activities in compliance with local and international law. Housing, care and handling of all wild and domestic animals meets the highest standards of animal welfare. (D3.5)	✓	✓	This is not applicable in our company.
8.4. Wildlife interactions Interactions with free roaming wildlife, taking into account cumulative impacts, are non-invasive and responsibly managed to avoid adverse effects on the animals concerned and on the viability and behaviour of populations in the wild. (D3.4)	✓	✓	In the rare case of meeting wildlife we would take all measures to manage the situation responsibly without causing any harm to the animal welfare.

<p>8.5. Visits to natural sites Follows appropriate guidelines for the management and promotion of visits to natural sites in order to minimise adverse impacts and maximize visitor fulfilment. (D3.3)</p>	<p>✓</p>	<p>✓</p>	<p>Yes, we follow all guidelines to minimize any effects on natural sites. We follow the guidelines: https://www.nationalparks.fi/hikinginfinland/visitorguidelines https://www.nationalparks.fi/everymansright and https://www.museovirasto.fi/uploads/Arkisto-ja-kokoelmapalvelut/Julkaisut/muinajsaannokset-ja-metallinetsin-2017.pdf https://www.metsa.fi/maat-ja-vedet/luvat/muut-luvat/metallinetsimen-kaytto/</p>
<p>8.6. Biodiversity management Has an appropriate management of biodiversity on its own property. Particular attention is paid to natural protected areas and areas of high biodiversity value. (D3.1)</p>	<p>✓</p>	<p>—</p>	<p>yes, we follow all guidelines to minimize any effects on natural sites.</p>
<p>8.7. Wildlife trade Wildlife species are not harvested, consumed, displayed, sold, or traded, except as part of a regulated activity that ensures that their utilization is sustainable, and in compliance with local and international laws. (D3.6)</p>	<p>✓</p>	<p>—</p>	<p>Wildlife species are not harvested, consumed, displayed, sold, or traded, except as part of a regulated activity that ensures that their utilization is sustainable, and in compliance with local and international laws.</p>
<p>8.8. Local conservation work Participates in wildlife conservation and monitoring activities led by local NGOs.</p>	<p>✓</p>	<p>—</p>	<p>Evenio finds wildlife conservation important. When in our services we go to the baltic sea area we donate 2€ per attendee to John Nurmisen Säätiö - a foundation with the mission to save the Baltic Sea and its heritage for future generations. When going to forest we are bringing to attendees attention knowledge of local endangered wildlife.</p>



<p>8.9. Buildings and infrastructure Planning, siting, design, construction, renovation, operation and demolition of buildings and infrastructure comply with zoning requirements and laws related to protected and sensitive areas and to heritage considerations, take account of the capacity and integrity of the natural and cultural surroundings, and use locally appropriate and sustainable practices and materials. (A7, A7.1, A7.2, A7.3)</p>	✓	✓	<p>This is not applicable in our company.</p>
--	---	---	---

9. Caring for Culture

5

Culture

5

Action			Details
9.1. Culture friendly Has not seriously damaged local heritage in favour of modern business development over the past 5 years.	✓	✓	The company has never caused damage to local heritage.
9.2. Protecting cultural heritage Contributes to the protection, preservation and enhancement of local properties, sites and traditions of historical, archaeological, cultural and spiritual significance and does not impede access to them by local residents. (C2)	✓	✓	We contribute by sharing knowledge of the protection of Cultural heritage sites. e.g. when we go with a local school group to local museum areas or learn with young residents about metal detectors, we always tell about the importance of protecting the local cultural heritage - intangible and tangible heritage.
9.3. Authentic experiences Values and incorporates authentic elements of traditional and contemporary local culture in its operations, design, decoration, cuisine, or shops, while respecting the intellectual property rights of local communities. (C3)	✓	✓	We contribute by sharing knowledge of the Cultural heritage in local museums. Evenio has a contract that allows the company to operate in local museums. As a local heritage experts we tells stories of traditions and current day lives that incorporate authentic values and elements.
9.4. Cultural interactions Follows international and national good practice and locally agreed guidance for the management and promotion of visits to indigenous communities and culturally or historically sensitive sites in order to minimise adverse impacts and maximize local benefits and visitor fulfilment. (C1)	✓	—	Evenios good practice and guidance minimise adverse impacts and maximise benefits from visits to indigenous communities and culturally or historically sensitive sites. We follow guidance to ethical principles of Cultural Tourism. e.g. Sami tourism and when planning products we use as a guide the Business Finland Cultural Tourism guide.

9.5. Artefacts

Historical and archaeological artefacts are not sold, traded or displayed, except as permitted by local and international law. (C4)





in Evenios operations historical and archaeological artefacts are never sold, traded or displayed, except as permitted by local and international law.

10. Management & Information

7

Management & Information

7

Action			Details
10.1. Sustainability reporting Publicly communicates its sustainability policy, actions and performance to stakeholders, including customers, and seeks to engage their support. (A3)	✓	✓	The sustainability policy, which is under work, will be available publicly. Actions and performance is shared in customer communication and social media accounts.
10.2. Sustainability management system Has implemented a long-term sustainability management system that is suitable to its size and scope, addresses environmental, social, cultural, economic, quality, human rights, health, safety, risk and crisis management issues and drives continuous improvement. (A1)	✓	✓	This system is under development, but will be a long-term system that addresses indicators and continuous development. Evenio is in the STF path and uses the system developed in there. https://www.businessfinland.fi/suomalaisille-asiakkaille/palvelut/matkailun-edistaminen/vastuullisuus/kansalliset-kestavan-matkailun-indikaattorit#stored
10.3. Sustainability report The sustainability report of this certification procedure (or any previous certification) is made publicly available via the internet or openly available to clients (applicable from the second year onwards).	✓	✓	Good Travel Seal sustainability report will be published at the company website.
10.4. Accurate promotion Promotional materials and marketing communications are accurate and transparent with regard to the organization and its products and services, including sustainability claims. They do not promise more than is being delivered. (A6)	✓	✓	Accuracy is a key element in Evenio's way of working.

<p>10.5. Info on nature & culture Provides information about and interpretation of the natural surroundings, local culture, and cultural heritage, as well as an explanation of appropriate behaviour while visiting natural areas, living cultures, and cultural heritage sites. (A9)</p>	✓	✓	<p>When together with our customers we provide your customers information about nature and culture as part of our guidance content. Behavior guidelines are included in our welcome letters / messages to attendees on before hand and we express that we are available for any additional information. We may include this information also to our website during the years 2023.</p>
<p>10.6. Customer experience Customer satisfaction, including aspects of sustainability, is monitored and corrective action taken. (A5)</p>	✓	—	<p>We include questions to customer feedback forms that address sustainability issues. When evaluating responses we address corrective actions if only feasible.</p>
<p>10.7. What more do you do? What other important action or measure have you taken that is not legally required or covered by any of the previous criteria?</p>	✓	✓	