

**We work together to build  
a sustainable world**

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# Tampere University as a sustainability actor

Sustainability and responsibility play a key role in the values and strategic goals of our University. Sustainability and responsibility are multi-dimensional issues that manifest in numerous ways in the University's operations, and they can also be understood in different ways. That is why it is necessary to structure these issues more clearly and specify what they really mean. If discussions about responsibility are vague, it is hard to make progress. Sustainability and

responsibility reporting provide a stronger knowledge base than before, allowing us to learn about the impacts of our actions and make smart decisions as a community.

This report offers a comprehensive overview of Tampere University's activities in the promotion of sustainability and responsibility. I hope that the report will be read and actively utilised. Due to the multifaceted nature of these phenomena, compiling a sustainability and responsibility report is not easy. Excellent work has been done to prepare the report. Based on the feedback from the report's users, it will definitely be possible to refine the report further in the coming years. This first sustainability and responsibility report of Tampere University is an important milestone on our journey towards more responsible operational models.

Thanks to everyone involved in preparing this report!

**Antti Lönnqvist**  
Vice President

# Act first, then report

Welcome to Tampere University’s first sustainability and responsibility report about the year 2024. Sustainability and responsibility are central to the university strategy, and this report details the implementation, progress, and development needs of our sustainability efforts based on the strategy. The preparation and structure of the report have adhered, where applicable, to the European Sustainability Reporting Directive (CSRD) and ESRS standards, as well as other frameworks, such as the sustainability theses published by Unifi in 2020. However, the changing operational environment, promotion of transparency, and emphasis on communication already necessitate highlighting sustainable and responsible actions. This report is separate from the statutory annual report but is designed to complement it. This report contains many joyful aspects, successes, and development.

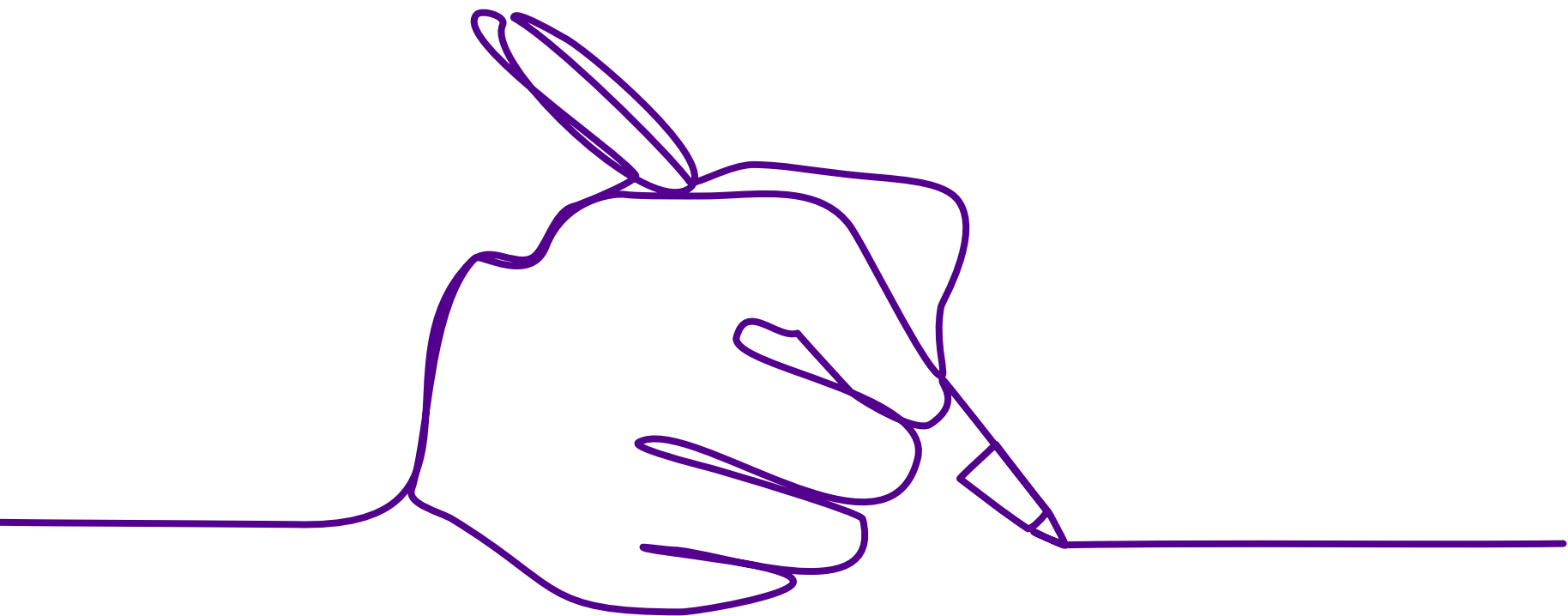
However, its purpose is not only to present ‘the brave and the beautiful’ but also to openly highlight areas for improvement, blind spots and sore points where we can still enhance our operations. The report complements the University’s annual

report and evaluates the University’s role as a builder and innovator of a sustainable society through research and education (handprint) and describes the harmful impacts of our own operations and the measures to reduce them (footprint).

Transparency and openness are the cornerstones of sustainability and responsibility, and genuine actions are their strong foundation. That is why the report also includes highlights of sustainable actions at Tampere University in which different parts of the community consider sustainable development values and promote a good working environment, ethically sustainable practices, equality and non-discrimination and occupational well-being while identifying and reducing environmental impacts, to name just a few essential aspects. All of the sustainability actions will be published separately later.

I warmly thank all colleagues, the Sustainability Committee and Steering Group who contributed to compiling materials for the report and facilitated its completion with their valuable comments.

**Eeva-Liisa Viskari**  
Chief Specialist  
Sustainability and ESG



# Administration and management of sustainability work

In accordance with Tampere University's strategy, we are building a sustainable world together. To implement our strategy, we are developing solutions to improve human health and well-being, societal resilience and environmental sustainability together with our partners. The sustainable development goals also steer and cut across all our operations. Our quality system supports the University's strategic goals, promotes the sustainability of our operations and enhances the impact of our core functions. Operating within the Ministry of Education and Culture's administrative branch, we are committed to the shared goal of achieving carbon neutrality by 2030.

Openness, critical thinking, diversity, learner-centredness, courage, erudition and responsibility are our core strategic values. We adhere to our Principles of Good Governance adopted and implemented in 2022 which were prepared in collaboration with the university community and experts. These principles will also be developed in the future so that they will continue to meet our goals, and the requirements set for our actions. The University is committed to international and national quality management principles and practices. Tampere University's Quality Manual (2023) is based on the university strategy and its goals of promoting the quality, sustainable value, and impact of operations. In our internal developmental assessments, we utilise the framework of the European Foundation for Quality Management (EFQM2020) which is committed to European core values and the UN Sustainable Development Goals.

The University's leadership, administrative bodies, risk management, and significant financial events of 2024 are described in the annual report. In 2024, no separate extensive stakeholder survey or a cost-benefit analysis were conducted, which will be developed in the future. The University does not have a performance-based bonus system.

## Organisation of sustainability and responsibility work

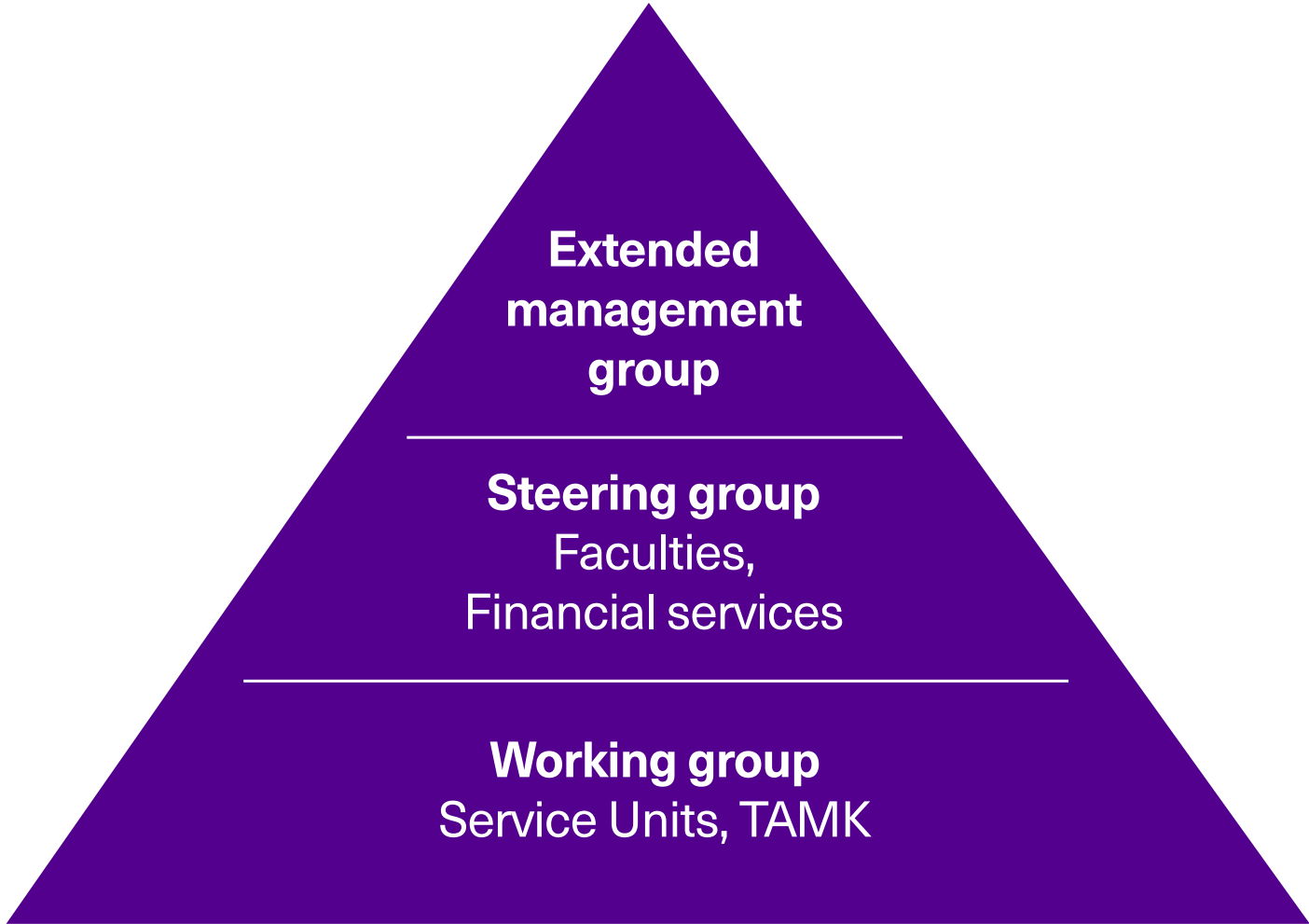
Tampere Universities (Tampere University and Tampere University of Applied Sciences, TAMK) have a Sustainable Development Roadmap which was adopted in 2021. Based on the principles of the roadmap and Unifi's sustainability theses, an action plan extending to 2030 was developed, including goals and indicators. The implementation of these goals and indicators is reported to the University's extended management group and communicated at the University.

The University has one full-time employee responsible for implementing sustainability and responsibility actions. The work is supported by a working group consisting of 11 people from the University's service units, TAMK and students. The work is guided by and its alignment with the strategy ensured by a Steering Group led by the Vice President, which includes the Director of Finance and representatives from all the faculties' management groups.

Sustainable development goals by United Nations.  
17 goals to change the world.



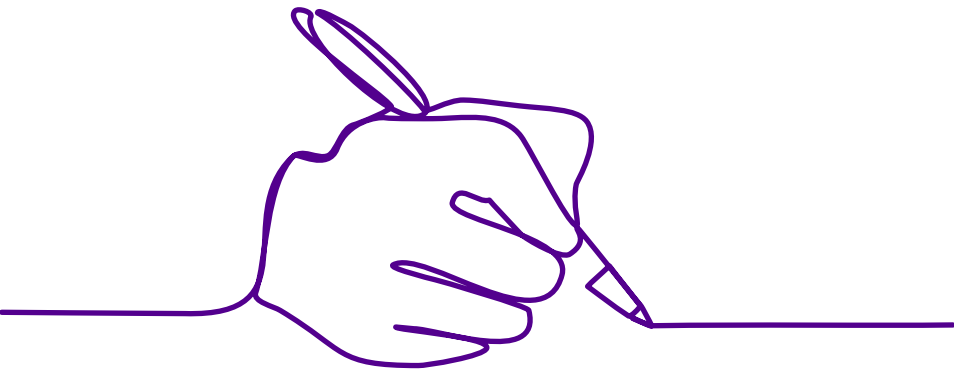



Organization of the sustainability  
work at Tampere University.



# Tampere University action plan 2030 for sustainability and responsibility

HANDPRINT

FOOTPRINT

Themes	Aims 2030	Indicators and metrics
<b>We produce handprint</b> by educating professionals who promote sustainability and responsibility 	<b>1.</b> University graduates can apply and develop sustainable and responsible practices in their work and promote sustainability in society.	<b>Quantitative:</b> Course offering (credit points, course units, study modules, degree programmes) <b>Qualitative:</b> Learning outcomes, competences, sustainability studies networks, sustainability actions, case examples
	<b>2.</b> Degree-oriented education and continuous learning implementations are accessible and inclusive.	<b>Quantitative:</b> Equality and equity indicators <b>Qualitative:</b> Sustainability actions and case examples
	<b>3.</b> Sustainability and responsibility are demonstrably integrated as a cross-cutting part of continuous learning education.	<b>Quantitative:</b> Implemented trainings (KOTA), participant numbers, Open University teaching <b>Qualitative:</b> Education examples, descriptions
<b>Research solves sustainability challenges</b> 	<b>4.</b> Research promotes sustainable development goals and strives to meet related challenges in its strong areas of expertise.	<b>Qualitative:</b> Identified SDG's according to the University research profile (Technology, Health, Society), sustainability actions, case examples and description of impact
	<b>5.</b> Research and research infrastructures are managed responsibly in accordance with open science principles and research ethics norms.	<b>Quantitative:</b> Number of trainings <b>Qualitative:</b> Policy documents
<b>Impact and cooperation:</b> We promote responsibility and sustainable development together with our partners 	<b>6.</b> University is a responsible partner and promotes sustainability and responsibility in cooperation and active interaction with its partners.	<b>Quantitative:</b> Memberships, networks, number of partnerships <b>Qualitative:</b> Partnership criteria (due diligence)
	<b>7.</b> The university communicates the goals, actions, and achievements of sustainability and responsibility.	<b>Qualitative:</b> Actions and communications on sustainability
<b>Work community as sustainability actor:</b> We are a responsible employer and ensure the competence and well-being of our staff 	<b>8.</b> As an organisation the University's actions align with its strategy, implementing sustainable development and responsibility principles.	<b>Quantitative:</b> Resources of sustainability work <b>Qualitative:</b> Principles of good governance, responsible investments, description of the promotion and resources of sustainability and responsibility work (procurement, travel, partnerships, investments), case examples
	<b>9.</b> Human resources development supports the promotion of sustainability and responsibility in the organisation.	<b>Quantitative:</b> Staff trainings, eNPS, age and gender distribution <b>Qualitative:</b> Equality and non-discrimination policies, accessibility plan and policy, HRD, promotion of occupational well-being
<b>We aim at carbon neutrality and nature positivity</b>	<b>10.</b> Tampere University is carbon neutral and promotes nature positivity.	<b>Quantitative:</b> Carbon footprint in accordance with GHG Procotol, energy and water consumption, waste and side streams <b>Qualitative:</b> Actions to reduce footprint



# We educate promoters of sustainability and responsibility



# We educate promoters of sustainability and responsibility

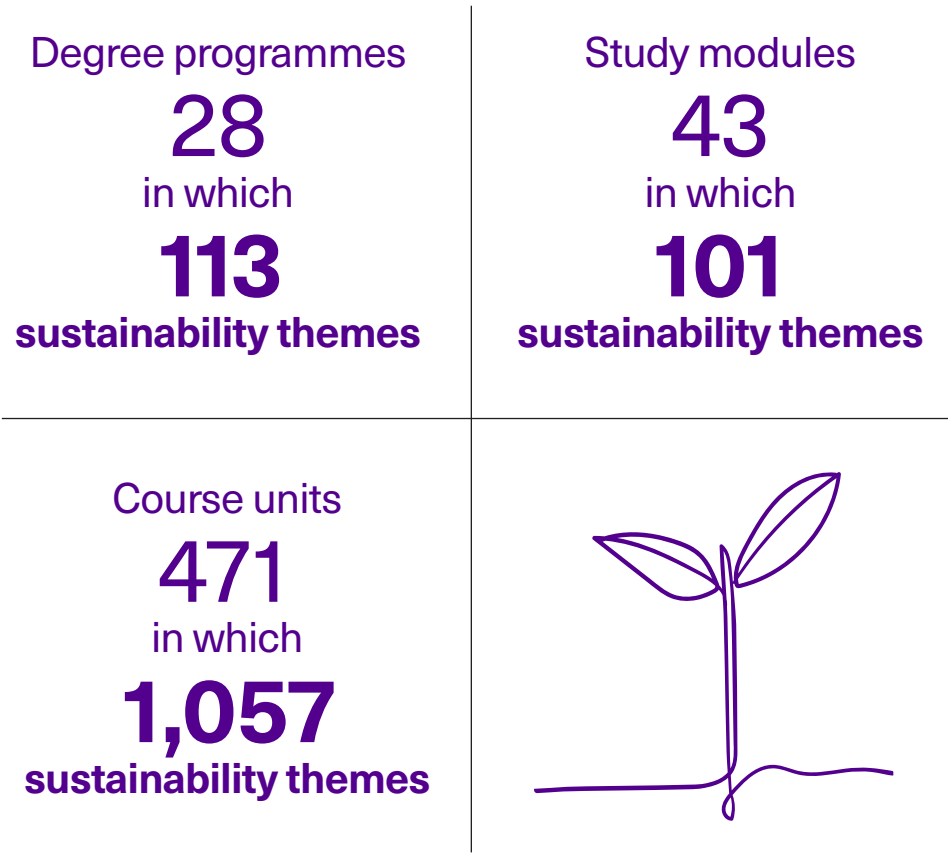
## Sustainability competences as part of education

Sustainability and responsibility are included in the common learning outcomes of Tampere University, which every graduating student should be able to master by the time they graduate from the University. The aim is for every graduating student to have the skills to apply their sustainability knowledge and enhance the sustainability and responsible practices of their workplace. Also significant are the attitude and willingness to promote sustainability which develop during the studies.

Sustainable development goals are themes in the degree programme curricula at least at the minimum goal level. Sustainability goals have also been defined in more detail in some of the courses. A total of 113 sustainable development

themes were defined for the courses, which are used as classification factors at the degree programme, study module, or course level (e.g. sustainable development, responsibility, climate). This enables the collection of quantitative data on the inclusion of sustainable development themes in education. Course units have also been classified according to the sustainable development goals.

In the curriculum period of 2024–2027, SDG themes were defined at different levels of the degree structures as follows:



In addition to quantitative data, sustainable development goals have informed the definition of learning outcomes which are described in the curricula. Curricula data by course unit, study module and degree programme can be examined in the open curriculum guide and filtered according to the SDG's.

Tampere University has joined the national Sustainability Studies Network, meaning our students can take its courses. The Faculty of Education represents the University in the network as an academic coordinator. The University is still also involved in the Finnish Climate University network and the Faculty of Engineering and Natural Sciences coordinates the cooperation.

## We support students' well-being

The availability of courses is a precondition for study progression. Students' physical, psychological and social well-being are important prerequisites for the advancement of their studies. The University takes care of students and offers the following support services for studying and well-being:

- Guidance for developing study skills
- Academic guidance and counselling
- Individual study arrangements where necessary, such as extra time in exams, personal guidance
- Tutoring, peer support, mentoring
- Campus chaplains
- Health and sports services
- Safer spaces policy
- Support in crisis situations

Continuous learning

82  
Trainings  
2,328  
Participants

Open university

2,172  
study rights

Continuous learning

We offer research-based education to people and organisations. The courses are divided into themes that cover the expertise of all the faculties at the University. Open University is part of the continuous education framework.

Sustainability and responsibility themes are included either as soft, handprint type impacts as we provide further skills for working life, or as direct content-related contributions, e.g., on green transition themes (circular economy, sustainable logistics, repair construction).

**Continuing education in repair construction** offers in-depth knowledge on sustainable and energy-efficient construction. In the course, students learn to assess the condition of old structures and commission condition surveys. The course deals with the typical structural solutions of Finnish building stock, condition surveys, and repair techniques.

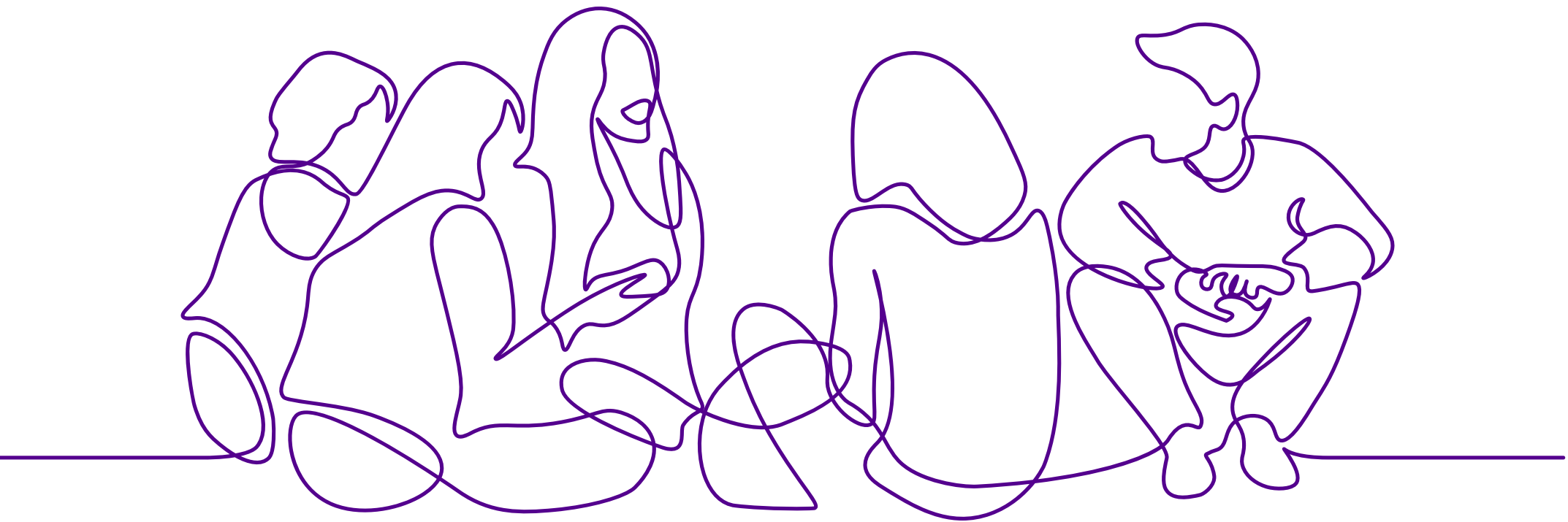
**The circular economy in reconstruction education** helps participants apply circular economy principles to practical work. The themes include the basics of circular economy, the role of construction in circular economy, the drivers, challenges and opportunities of circular economy, and key concepts and regulations. The education also addresses reducing environmental impacts and the recyclability of building materials.

Open University offers a **multidisciplinary study module on sustainable development**, which includes sustainability and responsibility themes from various perspectives. In 2024, there were five implementations of the study module, with 15 students enrolled.

Some highlights from our education in 2024

**The sustainable and renewable logistics education** provided expertise to meet the challenges of the changing operational environment in the transport and logistics sector. The training addressed the skills needs required by advancing digitalisation, responsibility demands, new service models in transport, and energy solutions.

**The circular economy expert education** enhanced the participants’ know-how and application skills in, e.g., such themes as: 1) Sustainable production, 2) Circular economy as a business – utilising technology from the sustainable development perspective and 3) Sustainability in decision-making and problem-solving.



### Equipment in electronic exam rooms

Electronic exam rooms have been reorganised on the city centre campus. The number of small exam rooms has been reduced by combining two smaller exam rooms into a larger room, while maintaining nearly the same number of exam desks (22). This improves the utilisation rate of exam rooms, enhances their maintenance and supervision and reduces energy consumption in the rooms. When electronic exam rooms are equipped, attention is also paid to the life-cycle and suitability of the equipment, e.g., by acquiring wired mice instead of battery-operated ones and reducing partly unnecessary accessories such as touch screen computers or headphones without compromising functionality.

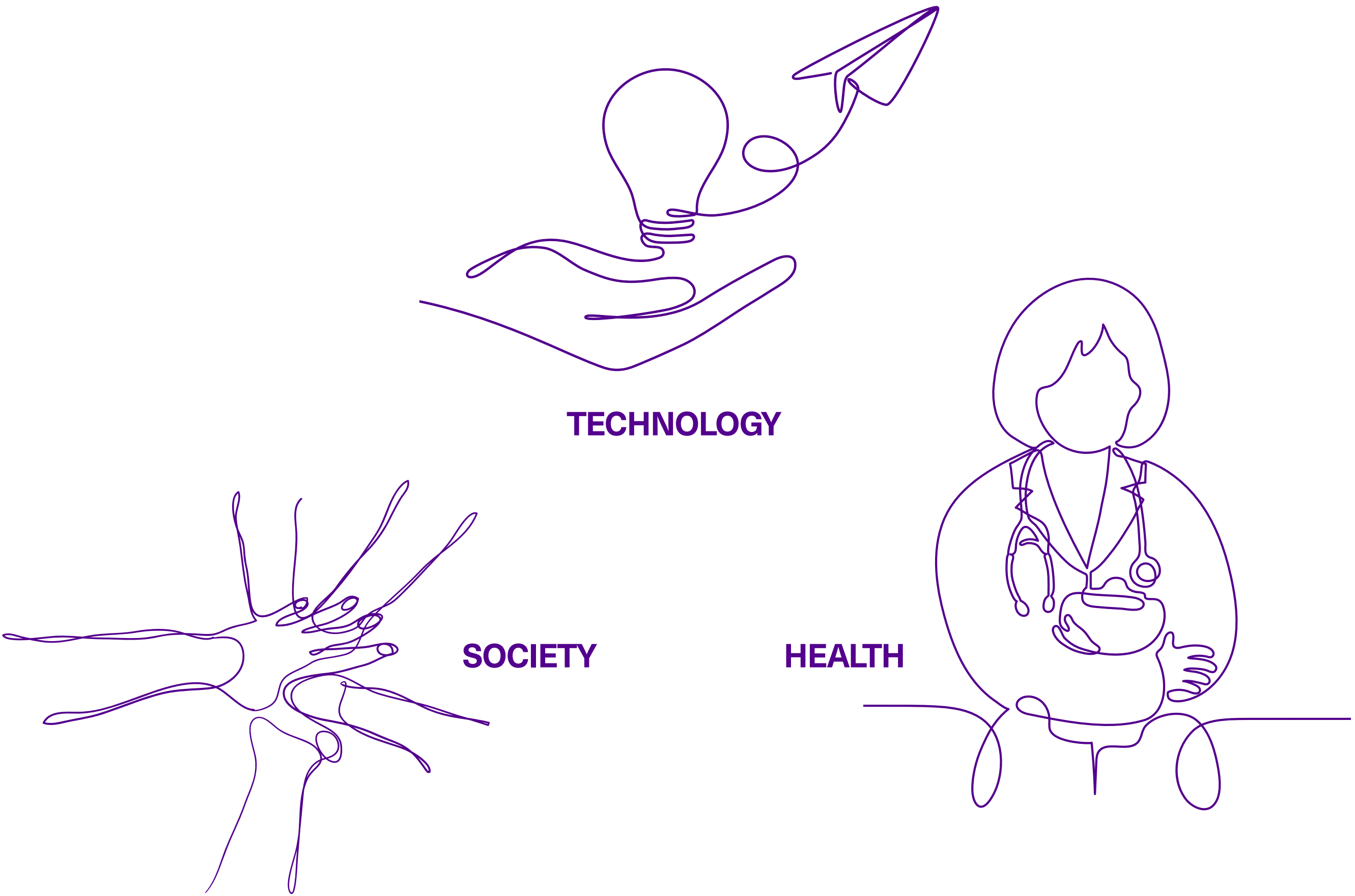
### Sustainability as a principle in learning

Tampere Universities' joint Teaching and Learning Centre (TLC) is a network that assembles pedagogical expertise, and the information and services teachers need. Sustainability is integrated into TLC's pedagogical principles, guiding all activities in the network. TLC provides pedagogical services to teachers and is involved in the promotion of open science and accessibility as well as the sustainable use of artificial intelligence (e.g., working groups, trainings and pedagogical support for teaching staff). More information on the TLC website.

### Provision, support and guidance on using open educational resources

Open educational resources provided by Tampere University Library can be freely used in teaching, learning and research. The materials include courses, videos, books, articles and sets of exercises. They are either copyright-free or licensed under a licence that allows the free use, modification and dissemination of the materials. In addition to course materials, curricula, lesson plans, assessment matrices and learning outcomes can also be shared. Open educational practices support the production and use of open educational resources, which enables, e.g., co-creation. More information is available, e.g., on the UNESCO website.

# Research solves sustainability challenges



# Research solves sustainability challenges

## Research profiling and sustainable development goals

At our University, research and education are strategically profiled in the three focus areas: health, society and technology. Seven sustainable development goals have been identified in these key areas based on profiling projects, research platforms, flagship projects and partnerships on which the University’s research and development activities concentrate. This list of goals does not exclude other sustainable development goals since the University’s research addresses almost all the goals. However, the focus is clearly on these identified goals. Tampere University's diverse research, development and innovation activities can be browsed on our website.

## Versatile library and research services support research

Tampere University Library is responsible for data services that support research, and it also provides open science training. Supporting researchers' work includes providing metrics services on publication data, open science publications, open educational resources and data. The Overton research database provides qualitative information on the impact the University's research is making on societal decision-making. In addition to the library, the University's research services offer support and training on research ethics, the responsible conduct of research and responsible use of generative artificial intelligence.

Tampere University's research infrastructures are developed responsibly, and the University's trainings also consider the training needs of infrastructure staff and users. In 2024, the Research Council of Finland selected 21 research infrastructures for the national research infrastructure roadmap for the period of 2025–2028. We are involved in ten research infrastructures, four of which are new on the national roadmap. The new infrastructures strongly promote sustainability themes. The Operando research infrastructure for energy materials and systems (OperaRI) advances the development of green and hydrogen technologies. The Finnish Infrastructure for Register-Based Research (FIRE) supports the construction of research data and register-based research projects. Tampere University has guidelines on the general principles of research infrastructures and a researcher's guide to responsible and open science.

## Finnish Social Science Data Archive safeguards the open science and research culture

The Finnish Social Science Data Archive (FSD) is a national service infrastructure that archives and distributes electronic research data for research, teaching and learning. FSD has been implementing the culture of open science for 25 years. FSD's current strategy emphasises responsible open science, and the FAIR + open approach to science and research. The archive promotes sustainable development goals by acquiring, curating and providing data for reuse in research on sustainability topics.

FSD is a CoreTrustSeal-certified trustworthy data repository. Equality is a fundamental principle in FSD's customer service, and its services are available to all research organisations and researchers in Finland and beyond.

FSD has reduced its operational carbon footprint by utilising the university's IT infrastructure and CSC's the long-term preservation service.

### Training undertaken by the library and research services in 2024



**Focus groups:** university, faculties, research groups, doctoral education seminars

**Themes:** data protection, AI, metrics, guidelines on the responsible conduct of research, research ethics, publishing

# Impact and cooperation



# Impact and cooperation

## We promote responsibility and sustainable development together with our partners

Our stakeholder activities are based on customer orientation, openness, goal orientation and creating added value for both parties. In cooperation, we adhere to our University’s Principles of Good Governance, the guidelines of the Finnish National Board on Research Integrity (TENK) and implement projects in accordance with the responsible conduct of research guideline. Our forms of collaboration include thesis projects, co-funded projects, commissioned projects, clinical research programmes, measurement and testing assign-

ments, continuous learning services and the commercialisation of research results. We require that our University has the right to publish scientifically interesting research results and that publication is carried out in collaboration with our partners.

Our University does not collaborate with parties that engage in dubious or illegal business practices or fail to comply with agreed contracts. We are critical of industries that have been proven to cause health harm to humans or animals, such as the tobacco industry. Due to geopolitical changes and dynamic changes in the related security of supply issues in scientific research in 2024, the University further developed its tools for responsible internationalisation, especially by establishing the Due Diligence working group which analyses partnerships and dual-use technologies, develops internal guidelines and criteria and is a support service for staff. We have introduced guidelines to conduct a proper and careful ethical, legal, financial and reputational risk assessment of new partners (due diligence), and the process is continuously developed. Our University is bound by both national and international regulations on export restrictions

and sanctions aimed at, among other things, preventing conflicts and the proliferation of weapons of mass destruction. The University community is obliged to identify, for example, whether a research project or a task in a research project falls under the scope of export restrictions or whether sanctions affect the recruitment of new employees as well as ways to act in such situations by also considering equality and non-discrimination issues.

The University is a paying member of some 200 domestic and international communities and organisations whose networks we use and through which we do societal influence work at both University and faculty levels. We are also involved in numerous other networks through which we promote the impact of research and collaboration. We are also a Fairtrade University.



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## Communication enhances impact

We promote the success of our community and the achievement of strategic goals by means of communication. We support the visibility and impact of sustainable development and responsibility and maintain continuous interaction with society. We foster the development of our community and its internal interaction with a strong culture of communication.

Tampere University’s visibility and interaction are supported through communication in the following ways:

- Supporting researchers in science communication.
- Regularly publishing research and organisational news related to sustainable development and responsibility on our website.
- Publishing the contact details of experts on current topics on our website.
- Assisting media to find our University’s experts for interviews.
- Preferring electronic materials and avoiding the production of unnecessary printed materials. The supplier of our printed products offsets the emissions of the products we order.
- Ensuring our communications are accessible on our website and in the materials and contents we produce.
- Organising events and science activities for people of all ages who are interested in science and research-based knowledge.

### Examples of open science events and activities

**Juniversity** – a university for children and young people Juniversity organises activities and introductions to the world of higher education for children, young people and their teachers in early childhood education and primary and secondary education. Sustainable development themes are featured in lectures organised for children and young people, e.g. at the Children’s Academy and Science Café events and lectures given by experts in our expert bank. In 2024, Juniversity’s activities reached approximately 30,000 people, including some 20,000 children and young people..

**Tiedon Valoa** (Light of Knowledge) – an event combining scientific research and art held annually in January. The event includes lectures, discussions, performances and exhibition stands where people can learn about the University’s research. The event is open for all free of charge.

**Studia Generalia** – the open and free lectures are aimed at people interested in scientific research and continuous learning. The lectures feature engaging discussions on current themes, research and future visions.

We encourage our community to reduce the environmental impact of events by also organising virtual and hybrid events. We avoid distributing unnecessary items and gifts and reuse decorative materials.

# Work community as a sustainability actor

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# Work community as a sustainability actor

## Equality and non-discrimination are joint actions

The equality of all people is a core value that we respect in our activities and promote through research and teaching in society. The student and staff members of our community have the right to a safe, healthy, equal, and non-discriminatory study and work environment physically, mentally and digitally. All forms of inappropriate conduct, occupational bullying, and harassment are prohibited at Tampere University. If inappropriate conduct does occur, the University has internal guidelines for addressing and handling inappropriate behaviour, harassment and intervention. This also applies to harassment coming from outside our community. For example, certain research topics and publications may cause social media controversies and harassment. We take this seriously and offer support and advice to those experiencing harassment on social media.

Our University has an Equal Opportunities Committee tasked with monitoring and evaluating the implementation of the goals recorded in the regularly updated Equality and non-discrimination policy and reporting the achievements every two years. The Committee also makes proposals and provides statements on the implementation and development of equality, non-discrimination and accessibility and internally communicates equality issues at the University. Staff and students can submit proposals and questions related to equality and non-discrimination work to the Committee by email. The University annually develops and monitors the progress made with equality and non-discrimination. In 2022, a staff survey on equality and non-discrimination was conducted. The survey examined the state of equality and non-discrimination and the staff's experiences. The responses totalled 786 and they were submitted by individuals from all age and staff groups.



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The key outcomes of the equality and non-discrimination survey will be utilised when the Equality and non-discrimination policy is drafted for the next operational period starting in 2026:

<b>Our work community include several minorities</b>	<b>What kind of minorities?</b> <ul style="list-style-type: none"><li>• Age, opinion, ideological, religious or non-religious beliefs, languages</li></ul>
<b>Unequal treatment has been observed in our work community</b>	<b>What kind of unequal treatment?</b> <ul style="list-style-type: none"><li>• Allocation of tasks, career development, distribution of workload, remuneration</li></ul>
<b>Good practices have been implemented in our work community to promote equality and non-discrimination</b>	<b>What kinds of good practices?</b> <ul style="list-style-type: none"><li>• Language principles, such as increasing English-language communication and information, flexible language use, interpretation</li><li>• Promoting accessibility and inclusiveness</li><li>• Training on equality and non-discrimination</li></ul>
<b>Suggestions from the work community to promote equality and non-discrimination are welcomed</b>	<b>What kinds of suggestions?</b> <ul style="list-style-type: none"><li>• Equal recruitment practices, anonymous recruitment</li><li>• Arranging training, workshops and info sessions on equality and non-discrimination for different groups.</li><li>• Communication and interaction, increasing openness and transparency</li></ul>

The most important materials in monitoring are the equality and non-discrimination indicators, whose results can be found on the university's website. Gender-based salary differences have been reported in the appendix of the 2024 Annual report.



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## Accessibility

Tampere University's Equality and Non-discrimination Policy and Accessibility Policy called for the development of language principles to promote equality and inclusion in our diverse community. The language principles were prepared through broad consultations with the university community and various decision-making and cooperation bodies. Approved in December 2024, the language principles outline the university community's intentions regarding the use of Finnish, English and other languages as well as the arrangement of language services at Tampere University.

We are a Finnish-language University, but also an international community where staff and students operate daily in culturally and linguistically diverse local environments. The language principles were drafted to support Tampere University on its journey to become an equal, inclusive and diverse community, where we are receptive to others, foster a strong sense of community and enhance the participation and well-being of all community members regardless of their varying linguistic resources.

We foster bilingualism and strive to provide our materials in Finnish and English whenever possible. We provide simultaneous interpretation at our events as needed. At the faculties, units, administrative bodies and working groups we discuss and agree on appropriate language practices. We can utilise technical aids available at the University, such as dictionaries and translation software. Our accessibility work has also yielded good results. For example, in 2024, the Regional State Administrative Agency conducted an accessibility audit of our website and found only one thing that required correction.





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## Staff competence and well-being

Tampere University’s strategic goals include being a thriving university community and having financial stability. Occupational well-being is monitored among other things with regular surveys and statutory workplace investigations. Faculties and units define key measures aimed at improving the staff’s well-being in annual HR plans. Key figures describing the University’s staff, such as age and gender distribution, remuneration and well-being indicators are presented in the appendices of the 2024 financial statement.

The university supports staff well-being in the following ways:

- Smartum voucher for exercise, cultural events and well-being
- Employees’ bicycle benefit
- An opportunity to use one hour of working time for exercise every week
- Break Pro break exercise software
- Recommendations that support well-being, such as meeting-free Fridays and lunch breaks and shortening meetings to 45 minutes
- SportUni’s sports services for all employees and students at Tampere Universities.

In 2024, HR development was supported, among other things, in the following ways:

- The University uses the Eduhouse service, which offers a comprehensive range of online training and self-study materials related to, e.g., digital skills, communication and interaction, managing one’s work, supervisory skills, well-being, and sustainability and responsibility in organisational operations and one’s work.
- The University organises longer free training programmes for employees during working hours, such as the OSAAVA training programme for supervisors and shorter trainings as needed.
- A Moodle course is available for new employees and grant researchers as an induction to the employment relationship and organisation. The course also includes other information about the University, its services and available support for skills development and occupational well-being.
- A mandatory Moodle course for inducting supervisors was introduced in 2024. The course aims to ensure that every supervisor has the basic skills required in high-quality supervisory work.
- The University has defined general principles of researchers’ competence related to research ethics, data protection, the management of data and research methods, and open science. The University offers opportunities for capacity development in these areas.
- The pedagogical competence and development of teaching staff is supported by opportunities to undertake studies in university pedagogy and by the comprehensive services of the Teaching and Learning Centre (TLC).

The annual HRD plan outlines development targets for enhancing competencies. In 2024, these targets include designing a training program for research management, creating materials to support workplace learning, and strengthening collaboration among those involved in capacity development at the University. Additionally, the plan focuses on improving the efficiency, impact, and reporting of competence development services, which will facilitate better monitoring of staff competency growth and training participation rates. The aim is to use this knowledge to provide employees with more targeted competence development services.

To support occupational well-being and its systematic development, the University is also conducting a three-year project to prepare a roadmap for well-being at work, which will define the University’s objectives for occupational well-being. As part of the roadmap project, employees in HR roles have been trained and their expertise in well-being, work ability and support has been enhanced in 2023 and 2024. The Roadmap for Well-being at Work project is also specified in the university’s annual report.

HR Excellence in Research

The HR Excellence in Research quality label is a recognition awarded by the European Commission for the development of researchers’ working conditions, careers, and recruitment practices. Tampere University was granted the award in 2021. It is an indication that Tampere University is promoting an inspiring, functional and equal working environment where recruitments are handled openly, professionally and transparently. The Human Resources Strategy for Researchers (HRS4R) work is based on the values of the European Charter for Researchers and the Code of Conduct for Recruitment. It is part of our University’s quality management, aiming for continuous development of operations based on assessments.

EURAXESS – Researchers in Motion

EURAXESS is a collaborative network of over 40 countries participating in the European Commission’s and the European Union’s Horizon Europe research programme. EURAXESS and its service centres offer free information and support services to professional researchers. The support services focus on collaboration, mobility and the career development of researchers. Tampere University serves as the bridgehead organisation for EURAXESS Finland. The network comprises all 13 scientific universities in the country as well as scientific service centres.

SportUni – shared sports services for Tampere Universities

SportUni offers high-quality and diverse sports services to students and staff at Tampere Universities, promoting the well-being of the entire community. The services located on three campuses can be used by the entire community. SportUni provides sports services responsibly by adhering to e.g. the following principles:

- SportUni’s safer space guidelines.
- Accessibility of facilities, communication and marketing.
- Providing shower and toilet facilities for, e.g., cycling commuters.
- If not claimed, lost property is made available to the public.
- Ensuring the longevity of sports equipment through regular maintenance and selecting high-quality options.
- Old equipment and devices that are no longer used are re-purposed or recycled.
- Opportunities for the hiring and free borrowing of equipment.
- Using extra ice bags from Arvo’s order centre at SportUni sports centres.

# Towards carbon neutrality and nature positivity



# Towards carbon neutrality and nature positivity

## Carbon footprint

In line with the common policy of the Ministry of Education and Culture’s administrative branch, we are committed to achieving carbon neutrality by 2030. However, the carbon neutrality target set in 2019 needs to be refined and redefined based on the latest research and knowledge of, for example, different emission categories. We are actively involved in this national collaboration. It is also evident that just reducing carbon emissions and striving for carbon neutrality are no longer sufficient because the loss of biodiversity and disruptions in nutrient cycles are even greater global environmental

challenges than the increase of greenhouse gases, and they also require that organisations act.

In calculating carbon dioxide emissions, we adhere to the Greenhouse Gas Protocol (GHG 2015) and include the following emission categories in our annual carbon footprint calculation:

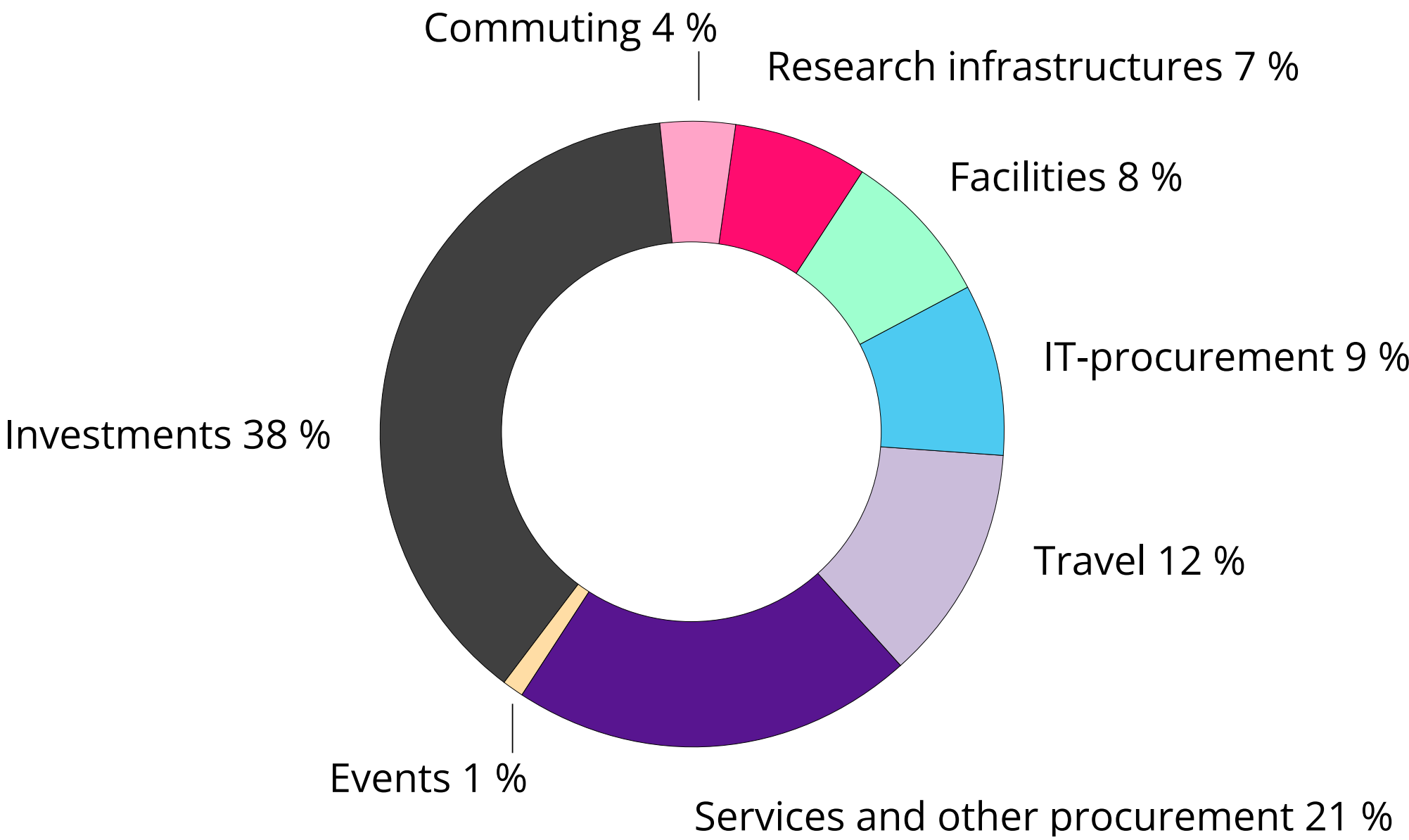
- **Scope 1 emissions:** all direct greenhouse gas (GHG) emissions generated by the organisation (fuels).
- **Scope 2 emissions:** greenhouse gas emissions from purchased energy (electricity, heating and air-conditioning).
- **Scope 3 emissions:** other indirect greenhouse gas emissions resulting from operations such as business travel, facilities maintenance (waste management, water supply and facilities maintenance) and various purchases, such as IT, laboratories and research infrastructures, equipment, furniture and supplies as well as purchases related to events, services, investments and commuting (an estimate) and the share of so-called upstream emissions in Scope 1 and 2 . Investments and commuting were included in the calculation for the first time in 2024.

In 2024, Tampere University’s carbon footprint was 32,300 t CO<sub>2</sub>e, which corresponds to the average footprint of

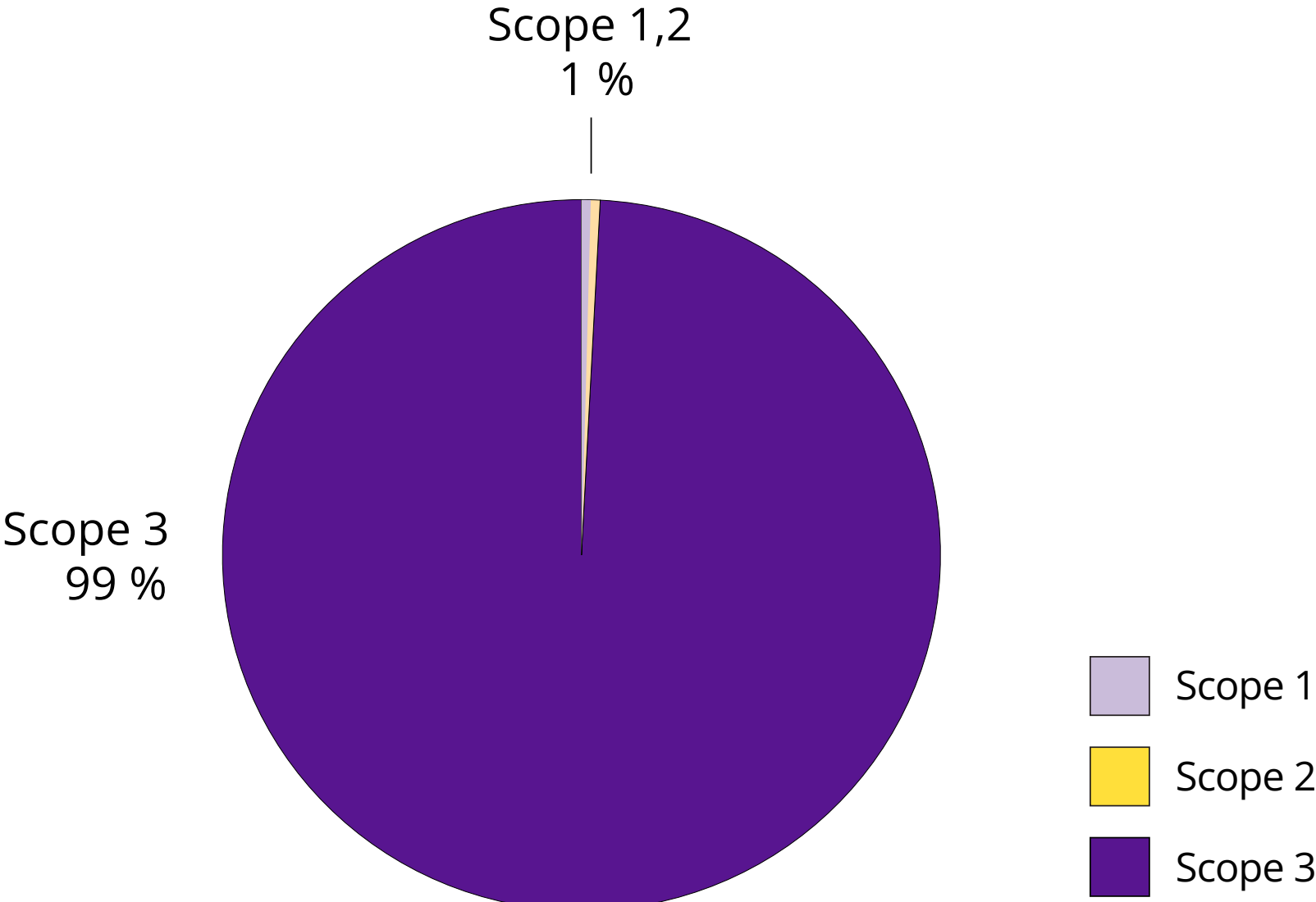
consumption of about 4,100 Finns. Based on a survey, the carbon footprint of staff commuting was some 1,190 t CO<sub>2</sub>e. The carbon footprint of investments was 12,300 t CO<sub>2</sub>e, which includes some 4% of the investments of the other organisations in the Universities Community (TAMK, Campusta Oy, Scholarship fund).



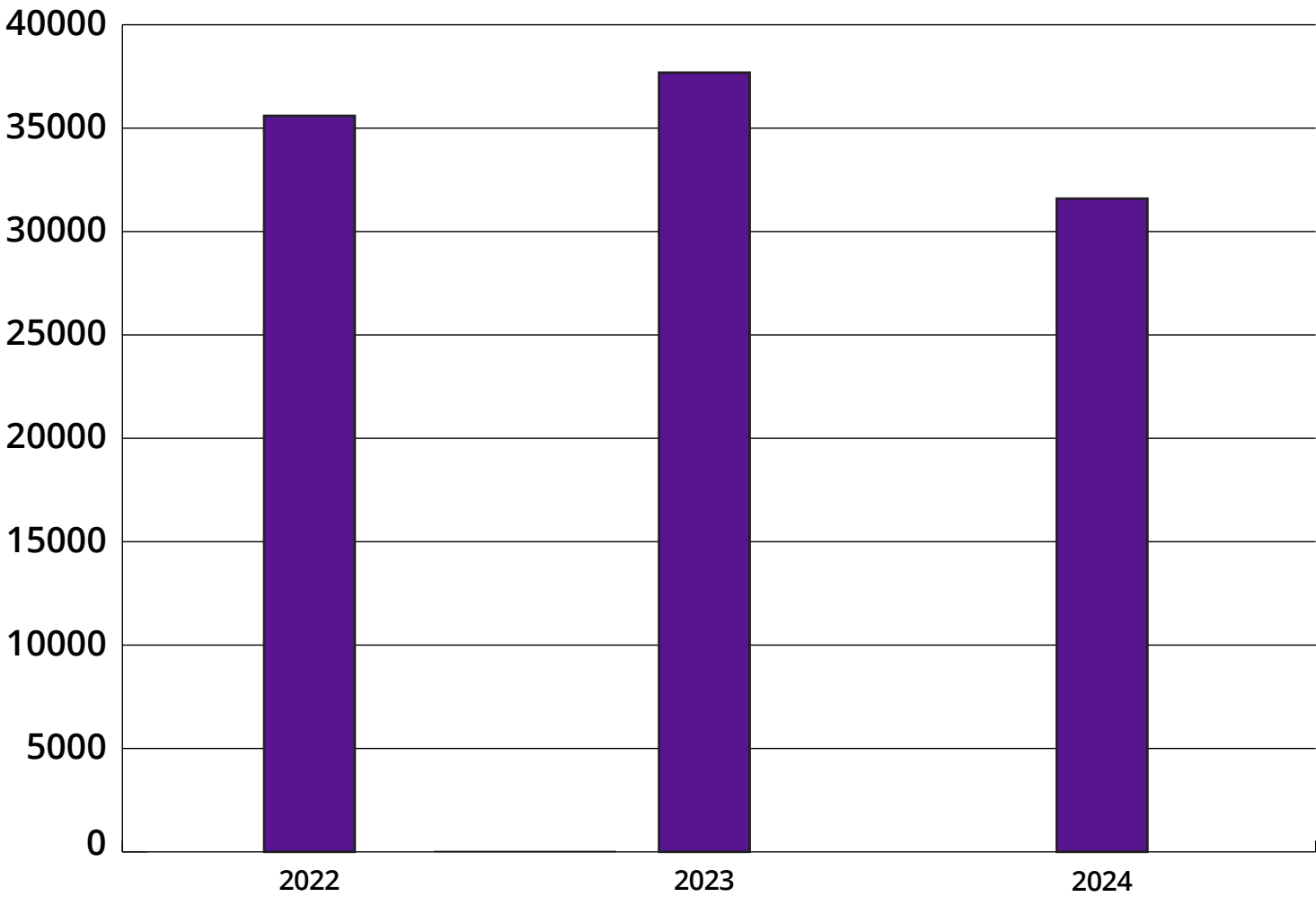
2024 Carbon footprint 32 000 t CO<sub>2</sub>e



Emissions by emission category (%)

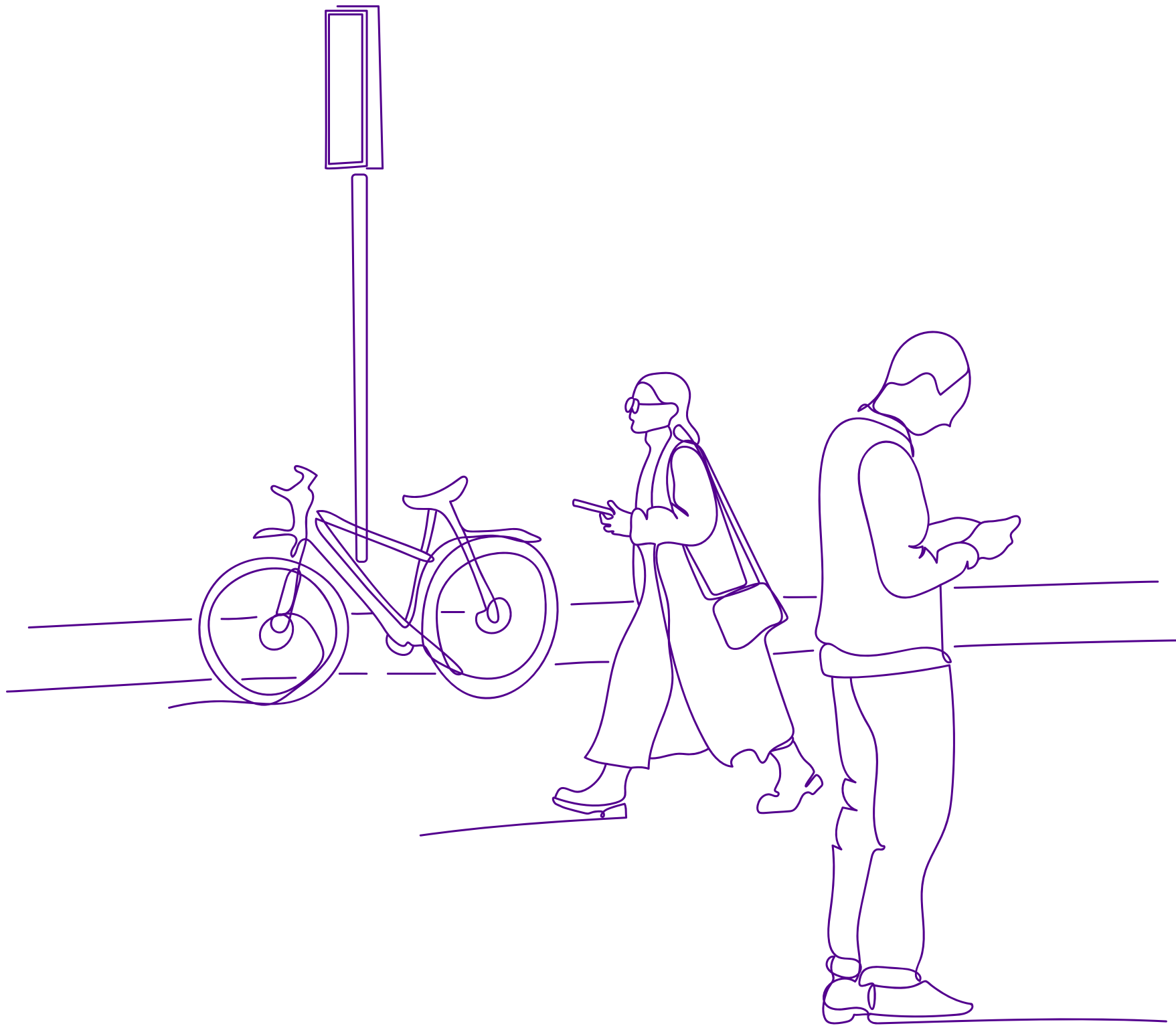


Tampere University  
carbon footprint 2022-2024<sup>\*)</sup> (t CO<sub>2</sub>e)



<sup>\*)</sup> Staff commuting was not included in the 2022-2023 calculation.

	2022		2023		2024	
Research infrastructures	1770	5 %	2220	6 %	2290	7 %
Facilities	1830	5 %	2190	6 %	2470	8 %
IT purchases	2820	8 %	2550	7 %	3060	10 %
Travel	2900	8 %	4020	11 %	3920	12 %
Services and other purchases	6660	19 %	6940	19 %	6620	21 %
Events	340	1 %	320	1 %	420	1 %
Investments	19 400	54 %	19 000	51 %	12 300	39 %
Staff commuting	-		-		1190	1 %
Total	35 700	100 %	37 200	100 %	32 300	100 %



## Key observations about carbon footprint

- The carbon footprint of investments (Scopes 1 and 2) 12,230 t CO<sub>2</sub>e considerable decreased from the level of 2022-2023. The responsibility of investments has been a development target.
- The carbon footprint of travel decreased somewhat from the level of 2023.
- This year, the carbon footprint of staff commuting was assessed for the first time based on a survey and it was included in the calculation in accordance with the GHG protocol. The plan is to carry out the commuter survey at three-year intervals.
- As regards the facilities, construction and renovations entail purchases and a need for temporary facilities, which result in a larger carbon footprint during the campus development process. In the long run (by 2030), the carbon footprint of facilities is expected to decrease.
- Tampere University has several vehicles, which primarily contribute to the university's Scope 1 emissions through fuel consumption.
- We aim to reduce our carbon footprint in Scope 2, particularly by improving the efficiency of energy use and water consumption.

- In Scope 3 emissions, a key area of development is the sustainability criteria of purchases and their application, as well as supporting cost-effective procurement at the University's faculties and units. The sustainability and responsibility criteria of investments will also be applied more specifically to reduce the carbon footprint.
- Efforts to reduce the carbon footprint of travel include, for example, updating the travel policy.

Carbon intensity, which reflects the carbon footprint per completed credit, degree, and personnel, illustrates the climate efficiency of our core operations. We will monitor the development of carbon intensity in the coming years.

Carbon intensity	
Degrees (bachelor's, master's, licentiate and doctoral degrees)	6.6 t CO <sub>2</sub> e /degree
Completed credits (degrees, continuous learning, other)	0.03 t CO <sub>2</sub> e /cr
Staff and students	1.2 t CO <sub>2</sub> e /person

## Measures to reduce the carbon footprint

### CAMPUSES AND FACILITIES

The goal of the campus development strategy is functional and responsible everyday life on the campuses and the facilities are developed based on this goal. According to the decisions in the Facilities Programme, the University will reduce its premises by 18% by 2030. The year 2021, when the University rented some 242,000 m<sup>2</sup> of useful floor area, will be used as a benchmark. In 2024, the University rented some 237,980 m<sup>2</sup> of useful floor area in Tampere. As part of the Facilities Programme, some 40,000 tm<sup>2</sup> of the premises will be developed to meet future needs. The goal is to save annual facilities costs, some 3.8 million € in 2030. The projects have been prepared and planned through co-creation, hearing the users of the premises. Costs and environmental impacts are reduced by intensi-

fying facilities use as the total floor area decreases. Accessibility is also considered in facilities development. There are, for example, induction loops and unisex/all-gender toilets on all the campuses.

Our main landlord, University Properties of Finland Ltd. (SYK), provides us with emission-compensated premises in Tampere, which totalled approximately 191,800 m<sup>2</sup> in 2024. The campus facilities of other proprietors, which totalled 46,180 m<sup>2</sup> in 2024, have low-carbon district heating in Tampere. All electricity we purchase is carbon neutral.

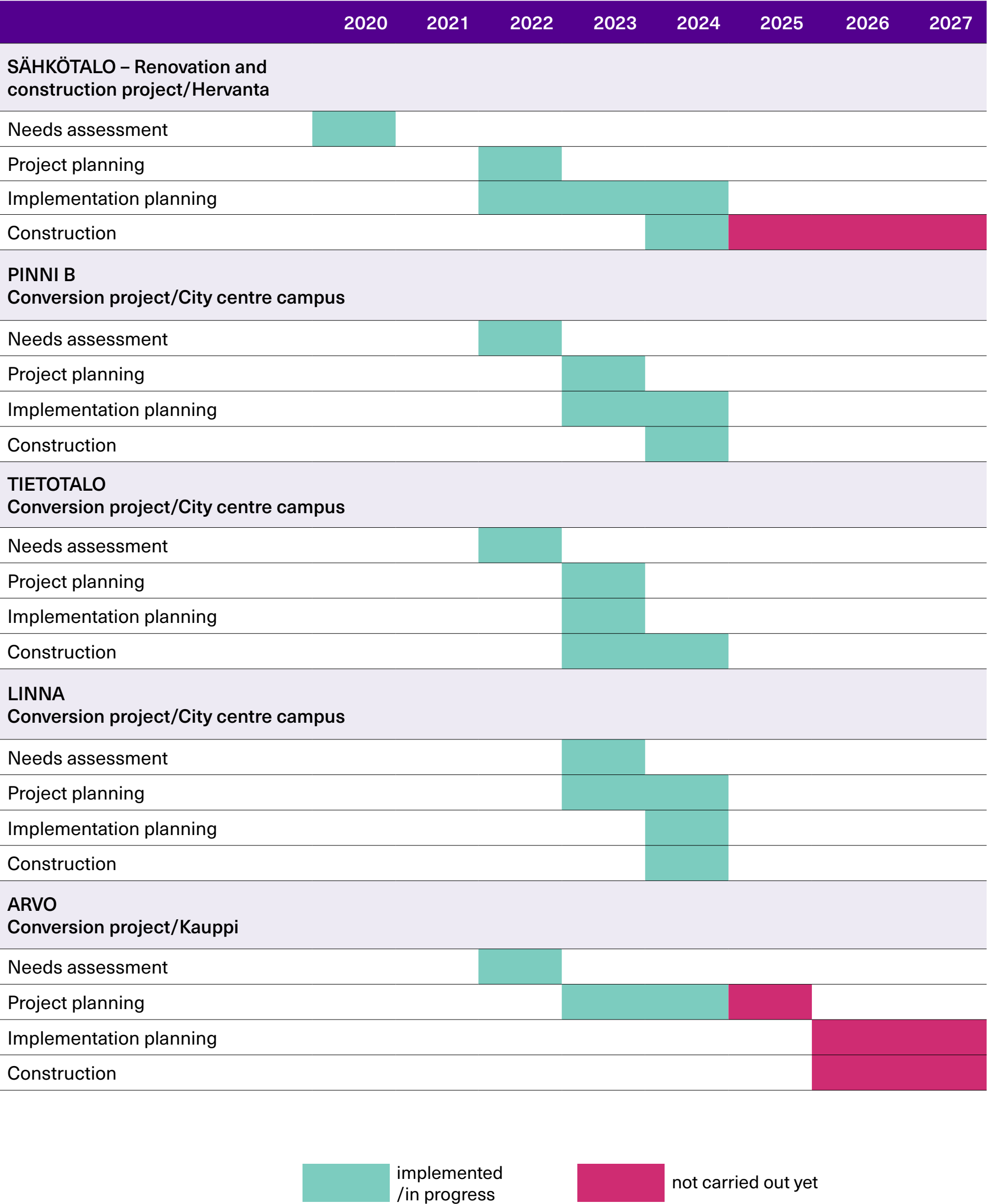
Responsible facilities use is promoted especially in office spaces (for example, in the Pinni B and Tietotalo projects) by improving utilisation rates and increasing shared use. Shared use is also increased in the research environments of the laboratory facilities that are constructed in the Sähkötalo building on the Hervanta campus. In laboratories, the centralisation of demanding building services also improves the efficiency of operations in experimental research facilities. To improve utilisation rates, a functional digital booking and release system for the premises is also being developed.

The yards and green areas of the Tampere University campuses are mostly open to everyone. The green roof located at the Kampusareena on the Hervanta campus is the largest single biodiversity area among all green roofs in Finland. In addition to diverse vegetation, the sloped green roof also features insect hotels. During winter, students and children have used the roof for activities such as sledding.

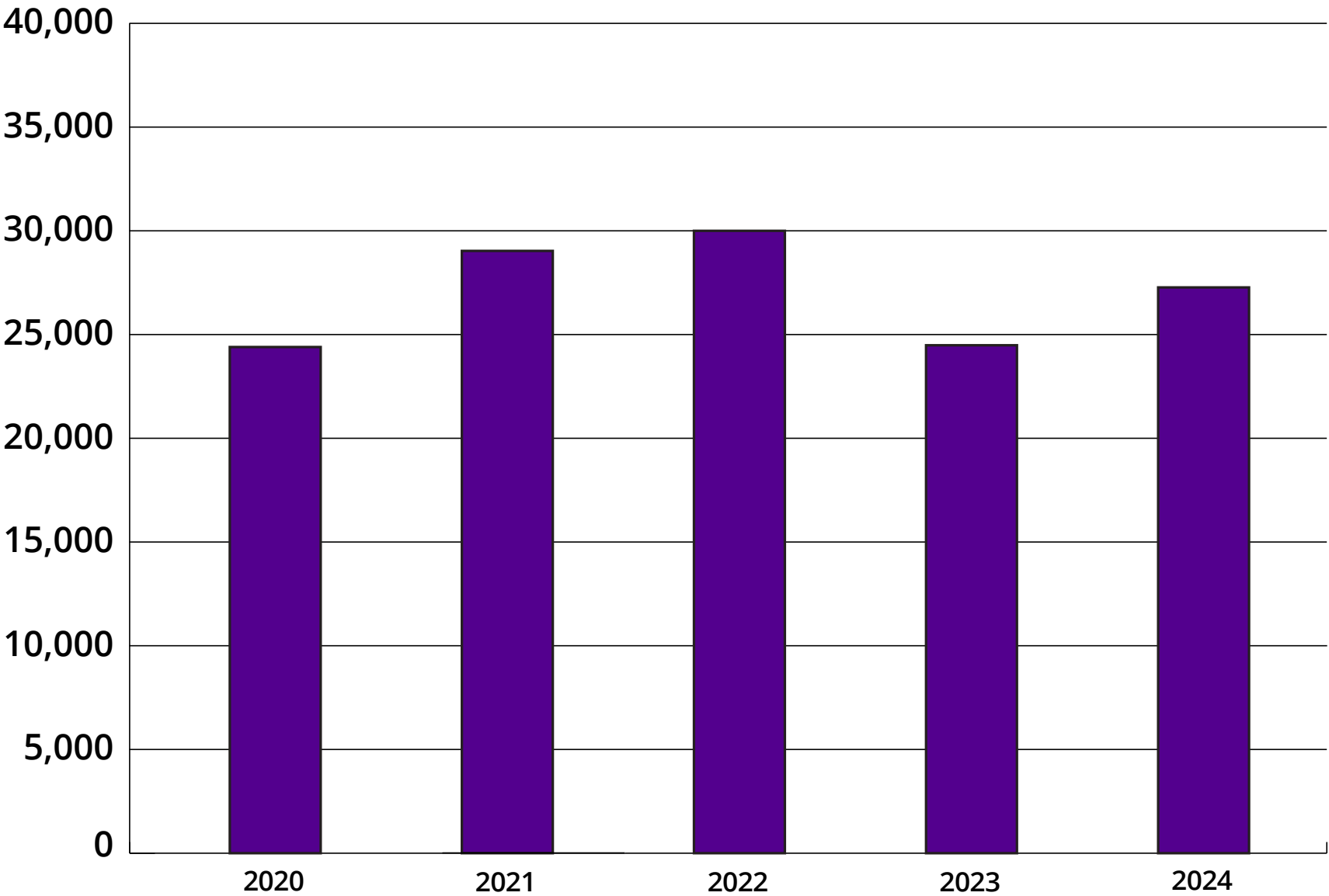
The city centre campus has two green meadows and one green roof that are open to everyone. They were sown in 2019–2020 as part of the Campus nature project, which aimed to increase biodiversity, collaborative life, and recreational opportunities in the area. The solutions were developed together with university staff, researchers, students, and other users of the area.



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## Electricity consumption 2020–2024 (MWh)



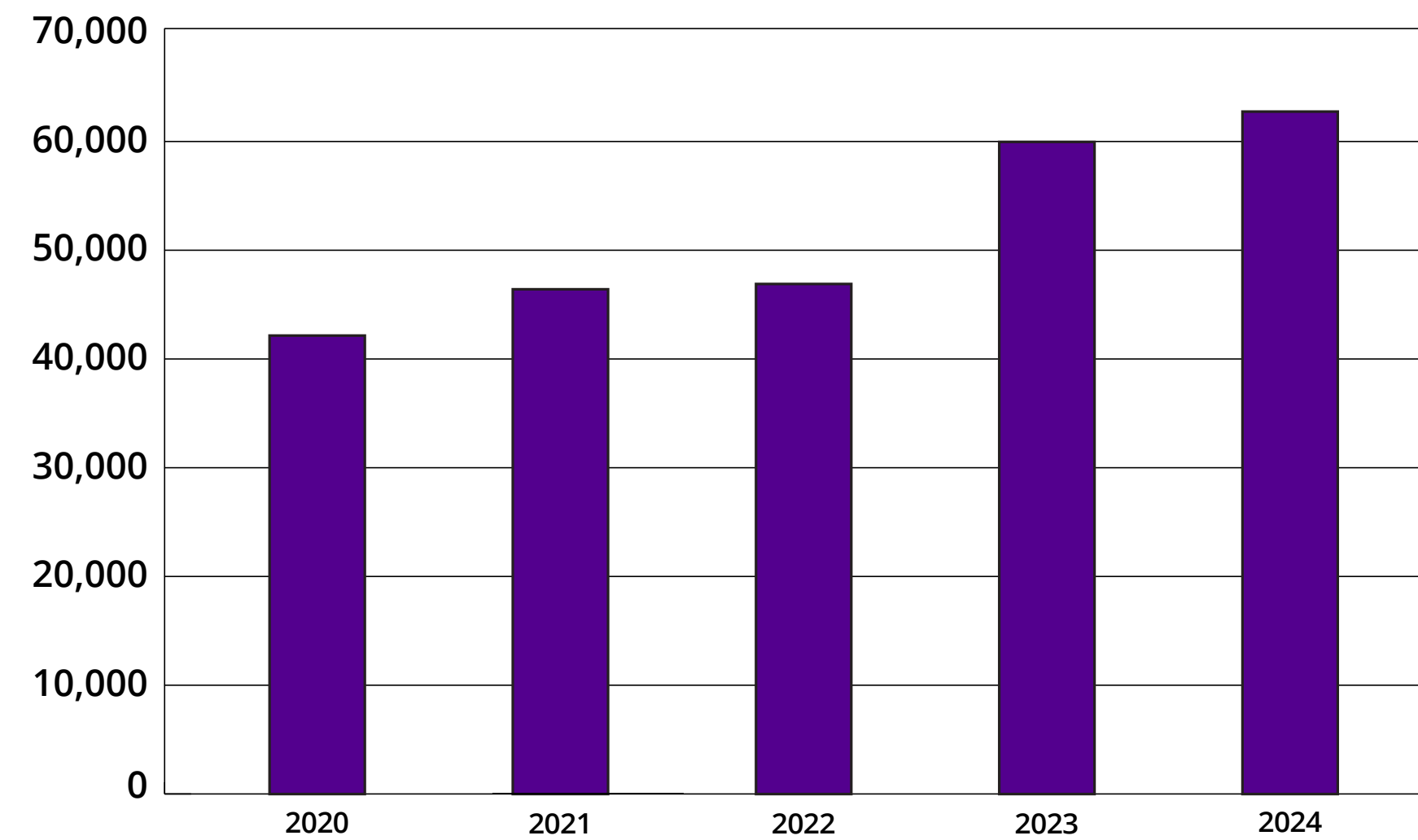
### WE DECREASE ENERGY AND WATER CONSUMPTION

The EcoCompass certificate defines numerous ways in which we aim to reduce energy and water consumption. These include, among other things:

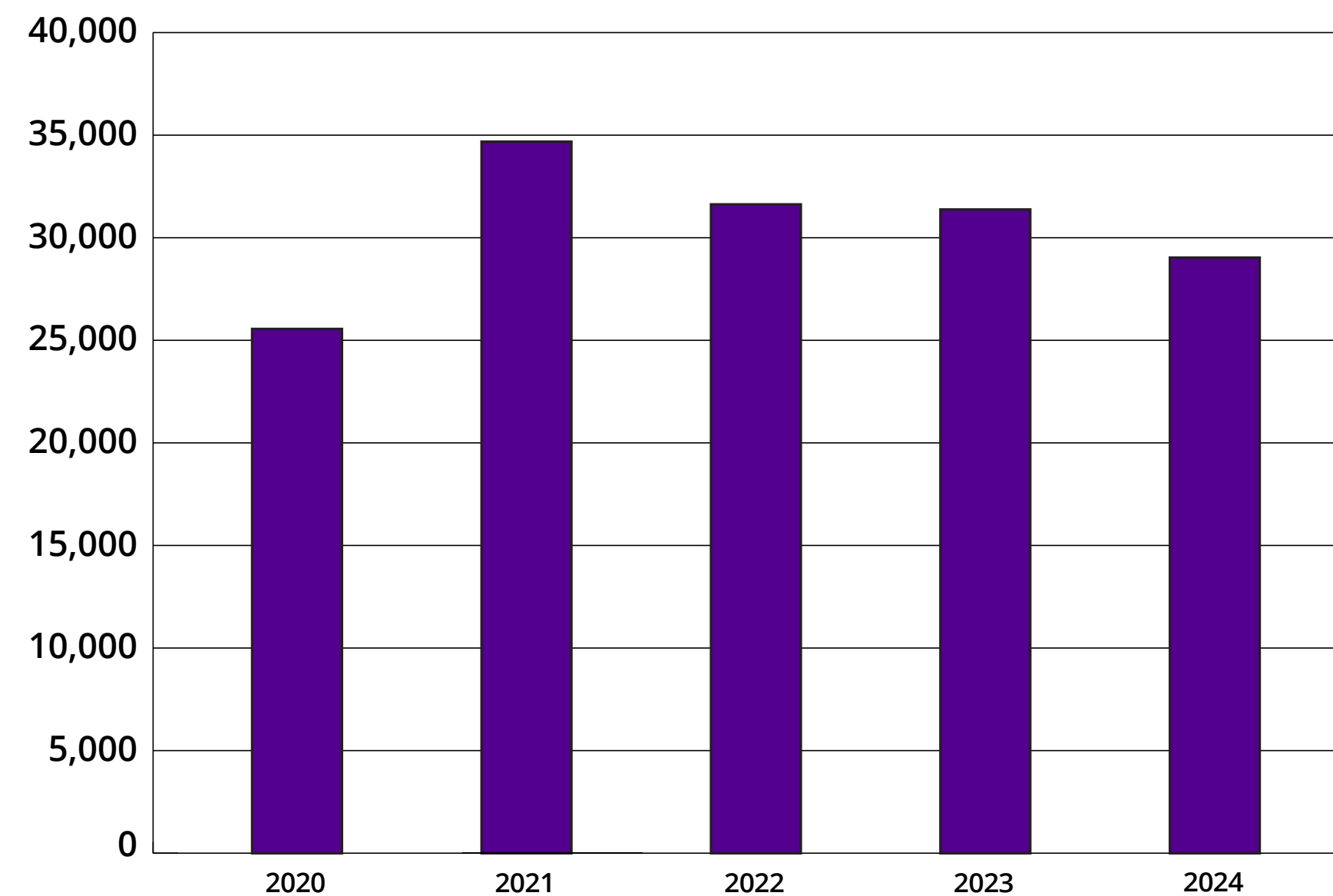
- Reduced operating times and ventilation unit power in all university buildings during holidays.
- Adjusting the flow rates of water fixtures to meet the needs in all the buildings.
- Avoiding over-cooling during the cooling season, especially when the facilities are not used during holidays. Where necessary, cooling is adjusted locally in the rooms during maintenance rounds at the beginning of the holiday season. Building automation is used to set temperature values according to the season/outdoor temperature where possible.

- Keeping the set values of the heating network water temperatures and ventilation’s supply air temperatures appropriate during the heating season.
- Improving the energy efficiency of fume cupboards and local exhausts in the laboratories on the Hervanta campus by limiting the operating times of exhaust fans to meet the needs.
- Adding heating control to room-specific air-conditioning controllers during the renewal of building automation systems.
- Lighting upgrades (LED) in phases on all campuses.

Water consumption 2020–2024 (m³)



Consumption of district heating 2020–2024 (MWh)





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ARRIVING AT THE CAMPUSES

All our campuses are close to good public transport (buses, trams) which is why we recommend using public transportation for commuting and coming to the events organised on campus. The safety of bicycle parking is also being improved on the campuses, and facilities for changing clothes and showering are provided for cyclists. Car parking on campuses is always subject to a fee, and efforts are made to optimise the use of parking spaces. Personal parking spaces no longer exist, and from 1 September 2024, all university parking spaces are available to staff who have paid the parking fee. There is limited parking space for students and visitors on the campuses, except for the Kauppi campus, which has no designated parking spaces for visitors. Staff can borrow a travel card from designated campus info desks for travel between the campuses. The travel cards can be used to pay for the journeys of multiple people.

**The functional development of parking**

On all the campuses, designated parking spaces were changed to non-designated one. Spaces with electric poles were also changed, except for the city centre campus, to ones where the user pays for electricity according to consumption. This will also change on the city centre campus in 2025. The aim is to enable the use of car parks as widely as possible for both employees who regularly work on campus and for drivers who occasionally visit the campuses. The goal of the electric pole change is to enable the use of electric cars and their charging during the workday. This will support the use of more environmentally friendly cars for commuting if public transport is not an option.



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WASTE MANAGEMENT BECOMES MORE EFFICIENT

The Facilities Services of Tampere Universities are committed to the continuous improvement of operations and reducing environmental impacts and it has adopted the EcoCompass environmental management system for which it was issued a certificate in 2022.



In spring 2025, the EcoCompass environmental management system will be audited for the first time since the certification was granted.

Tampere University’s waste management has been systematically developed. The main goal has been to increase waste sorting by centralising waste management in the foyers and corridors and removing waste bins from individual offices. In 2024, the collection of plastic packaging was introduced in all the facilities. When several facilities were renovated, recycling points were placed in corridors where the users were able to sort paper, cardboard and mixed waste. Collection bins for other waste fractions were also added where needed. Usable items, such as books and office supplies, were also shared at recycling points. In 2024, the amount of waste was affected by ongoing facilities conversion projects during which various items and furniture that did not meet current ergonomic requirements were removed from the premises.

**Recycling used IT equipment**

Devices that have reached the end of their useful life are sold centrally in large batches to a partner for further processing. Our partner securely forwards usable devices for reuse (recycling) and scraps the rest, and the disassembled materials are re-purposed. In 2024, approximately 2,200 laptops were recycled within Tampere Universities Community, of which about 80% were reused as they were. The calculations for 2024 show that the reuse of these computers avoided more than 550,000 t CO<sub>2</sub>e emissions.

The University also enables the recycling of household goods and textiles in a recycling room on the city centre campus. Anyone can bring clean and usable clothes, textiles and household goods to the room, which can be freely taken. International students’ ESN-FINT association maintains the recycling room.

Waste fraction*)	Amount t	Waste fraction	Amount t
Biowaste	127	Construction waste	43
Energy	109	Laboratory glass	2.3
Card and paperboard	83	SER	32
Paper	100	Mixed waste	230
Sludge	82	Brick and concrete waste	100
Glass	14	Hazardous waste	1.6
Metals and scrap metal	78	Health care waste	8.3
Plastics	15	Confidential paper waste	20
Wood (waste wood and packaging, pallets)	134	Confidential materials	0.55

Total amount of waste in 2024 1,180 t

\*) The waste fractions also include waste from the restaurants, businesses and subtenants operating on the campuses.

Publication of procurement data

We make procurements with public funds, meaning we comply with the national Act on Public Procurement and Concession Contracts and the European Union's procurement directive and practices in all our procurements. Government agencies, ministries, and several cities publish their procurement data annually. Publishing procurement data promotes transparency in the use of public funds and reflects good governance. Tampere University was the first Finnish university to publish its procurement data for 2022. The money spent on procurements by the University's units and faculties, as well as the suppliers, can be browsed online at tutkihankintoja.fi. In 2023, the University used €111,8 to purchase goods and services from approximately 3,500 suppliers.

PROCUREMENT

We strive to use funds efficiently in our procurements and to leverage market competition. We also aim to conduct our procurements in an ethically and ecologically sustainable way. Equal and non-discriminatory treatment of tenderers

and suppliers, as well as transparency and openness, are important principles guiding our procurements. These principles also include the assessment of partners, which is part of the University's risk management in procurements. We also check, among other things, criminal records and certificates for paid taxes and social security contributions. Our framework agreements have sustainability and responsibility criteria which are being monitored. The investigation and development of sustainability criteria for the University's procurements began in 2024.

TRAVEL

An essential part of academic work is participating in international networks, conferences and exchange programmes. Business travel accounts for a significant share of the University's carbon footprint. Efforts are being made to mitigate the carbon footprint of travel by developing travel policy, such as encouraging travel by land where applicable, considering sustainability and responsibility in travel services procurement, and developing criteria for travel agency services. Updating the University's travel policy began in 2024, with the goal of implementing the updated policy in spring 2025.

INVESTMENTS AND RESPONSIBILITY

The goal of investments is to increase the real value of Tampere University Foundation’s (Tampere University) investment assets in the long term, support the Foundation’s financial stability and autonomy and provide funding for the university’s academic activities and strategic development. The objectives and responsibility for the scope of activities for future generations require that investment assets are managed responsibly, considering risk factors associated with short- and long-term investments.

The practical implementation of responsible investments relies on the principles of responsible investing confirmed by the Board of the Tampere University Foundation and the promotion of sustainable development in line with the strategy. Progress is monitored and annually reported on our website.

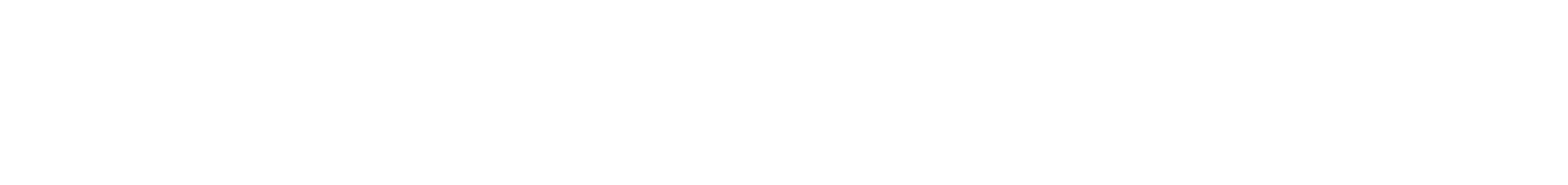
The Foundation mainly invests in fund-type investment products where the selection of an individual investment object is the responsibility of the fund’s portfolio manager. This is why the focus of responsibility assessment is on examining and evaluating the principles and practical actions of asset managers. We require that the asset manager chosen to manage the Foundation’s investment portfolio has signed the United Nations-supported Principles for Responsible Investments or that the asset manager adheres to a comparable responsibility policy. The Foundation screens the investment portfolio annually and excludes companies

that seriously violate the UN Global Compact principles or derive more than 25% of their revenue from coal or lignite production. The aim of investment activities is to decrease the carbon intensity of invested assets, effect changes in the world and an investment portfolio consisting of companies that have set emission reduction goals in accordance with the Paris Agreement. The investment portfolio also includes investments made by the other organisations within the University group (TAMK, Campusta Oy, Scholarship fund), accounting for approximately 4% of the assets.

Investment portfolio’s carbon footprint

	2022	2023	2024
Coverage (%)	88	89	85
Carbon footprint (Scope 1 and 2, tCO <sub>2</sub> e of investments)	19,400	19,000	12,300
Relative carbon footprint (t CO <sub>2</sub> e/ invested capital M€)	65	62	33
Carbon intensity (t CO <sub>2</sub> e/ invested capital M€)	164	154	96
Weighted carbon intensity*)	148	104	66

\*) Weight of the carbon intensity\* portfolio



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