

Managing sustainability



Neste Oil's approach to sustainability is based on the company's values and is guided by its Code of Conduct, sustainability policy, and sustainability principles.

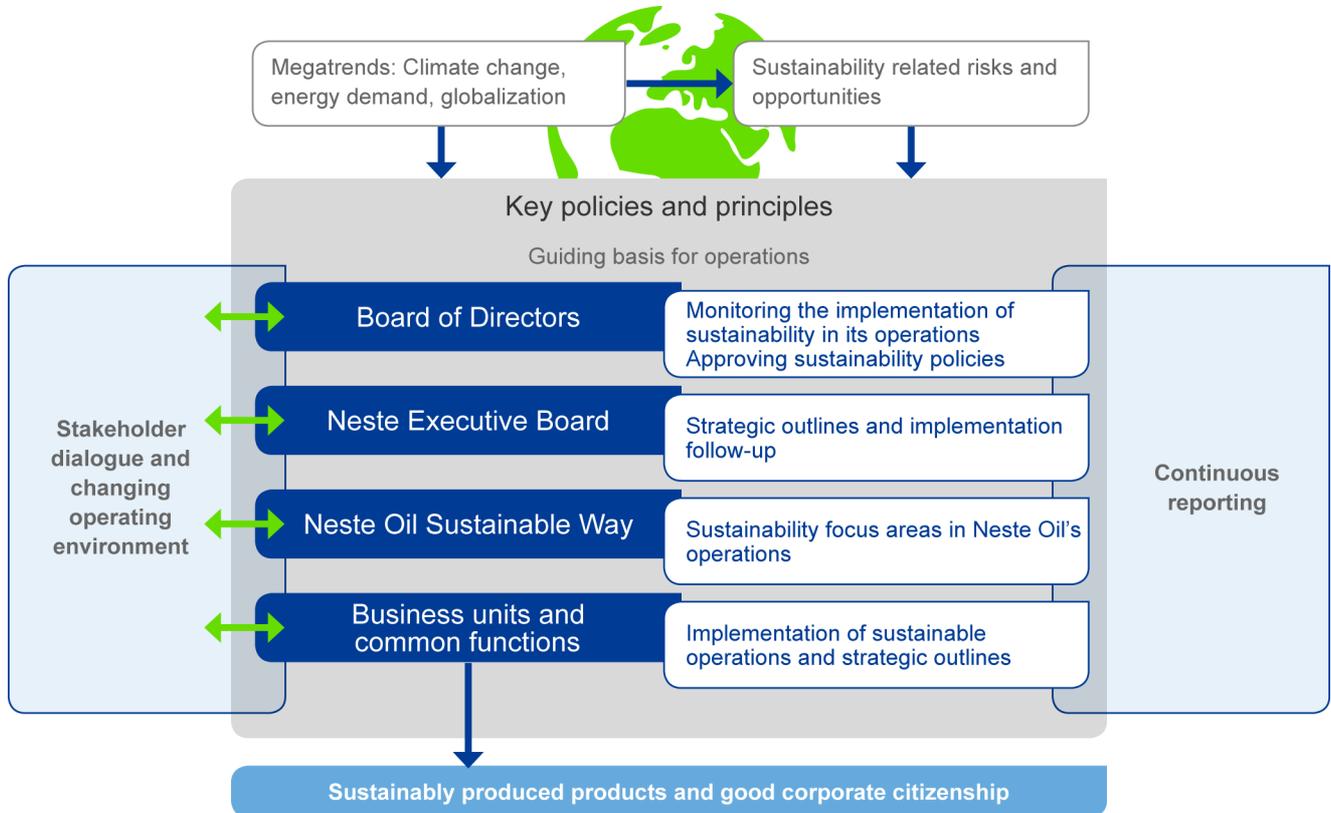
Learn more about the [policies and principles underpinning Neste Oil's sustainability](#).

Six focus areas were defined as part of Neste Oil's sustainability program in 2012. These areas form the foundation of the sustainability-related work carried out by the company. These focus areas are:

- Customer
- Safety
- Personnel
- Society
- Climate and resource efficiency, and
- Sustainable supply chain.

Sustainability-related work is steered by the Senior Vice President, Sustainability and HSEQ, who is a member of the Neste Executive Board. The Board of Directors approves policies covering sustainability and monitors how Neste Oil performs in terms of sustainability. The Neste Executive Board is responsible for outlining the company's strategic approach to sustainability and monitoring how sustainability is reflected in business units and support function operations. Matters related to sustainability are reviewed regularly by the Board of Directors, the Neste Executive Board, and the management teams of the Sustainability and HSEQ organization, business areas, and production plants.

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Performance in the sustainability area is one of the factors determining the incentives paid to management, and how well the company performs in terms of accident frequency, for example, will affect the bonus paid to the President & CEO for 2013.

Sustainability is part of management remuneration 

Managing safety, the environment, and human resources

Neste Oil's HSEQ organization is responsible for the company's safety and environmental management systems. The unit's area

of responsibility covers people safety, process and product safety, environmental impact, and environmental protection at Group level. Safety specialists are responsible for supporting safety work in line organizations.

Incident-free operations play a central role in managing environmental impact effectively. All measures taken to promote, for example, operational reliability also help improve environmental protection.

Safety responsibilities

Who?	How?	What?
 Corporate Management	Quarterly Management Meeting	<ul style="list-style-type: none"> ● overview of Group performance ● implementation of strategy and annual targets ● resource management
  Business Area	Monthly Management Meeting	<ul style="list-style-type: none"> ● Business Area performance and monitoring ● decision on corrective actions ● preventive and corrective actions
  Site/unit	Periodical Review Meetings	<ul style="list-style-type: none"> ● creating unit safety plans ● unit safety follow-up and improvement ● preventive and corrective actions ● monitoring safe ways to work
  Teams, individuals	Continuous Safety Work	<ul style="list-style-type: none"> ● observing and enforcing safe behaviour ● task risk assessments ● safety discussions

Improving Neste Oil's safety performance is one of the company's strategic focus areas. Safety work is guided by Neste Oil's 12 Key Safety Elements, which form an important part of the company's safety management system and act as a framework for Group-wide operating practices. Safety-related activities are monitored and developed through the company's safety management system.

Systems related to HR management are the responsibility of the HR organization and the Senior Vice President, HR. A group of

management and employee representatives is responsible for regularly reviewing and updating HR management guidelines. Neste Oil's long-term HR management goal is to develop the company's strategic expertise and performance management practices and promote operations in line with the Way Forward operating model.

Read more about [Way Forward](#).