



Sustainability Plan

2026-2030

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SUSTAINABILITY AT TURUN KY

The mission of Turun KY is to support and promote a high-quality student life for its members through a warm community, comprehensive advocacy, and top-notch collaboration. Within the community, everyone has a place to express themselves, and members are offered opportunities to experience and learn.

The values defined in Turun KY's strategy are sense of community, responsibility, transparency, and trailblazer. The realisation of the strategy and its values is ensured by the entire membership and overseen by the Board of Turun KY.

Through responsible actions, we aim to ensure the durability of our operations and to take responsibility as members of society. Like many other aspects of Turun KY, responsibility is a continuous process of learning and development.

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VALUES OF TURUN KY



Sense of Community - Turun KY is a close-knit community where everyone is treated equally. Its members strongly identify as being a part of TuKY both during their studies and after.



Responsibility - Turun KY actively develops its operations to be more socially, ecologically, and economically responsible, contributing to a more sustainable future through genuinely significant actions.



Transparency - Turun KY's operations are accessible, with members actively engaged in the development and decisionmaking processes of the association.



Trailblazer - Turun KY is always evolving to ensure a unique student life for its members and to secure highquality operations also in the future.

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PURPOSE OF THE DOCUMENT

The purpose of the Sustainability Plan is to guide the association's activities towards greater responsibility, provide concrete actions for implementation, and support the continuous development and transparency of the organisation. The document focuses on the key responsibility themes selected by the Board of Turun KY, for which goals have been set for five years.

The Sustainability Plan does not limit Turun KY's responsibility or the community's commitment to existing responsible principles. Rather, it serves as a tool that, through its development and implementation, enables us to focus on the most essential responsible actions and to create new ways of operating more responsibly.

The Sustainability Plan is valid for the duration of the current strategy period. The document can be updated continuously with the approval of the association's meetings and must be renewed at the beginning of a new strategy period.

The implementation, progress, and development of the Sustainability Plan are overseen by the Board of Turun KY.

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ABOUT THE PROCESS

The document was prepared in collaboration with Turun KY's Board, Employees and an expert in sustainability planning. The next slide presents the themes discussed during the preparation process, which align with the ESRS (European Sustainability Reporting Standards) -standard's themes and have been reworded by the expert involved in the process into a form more suitable for a student organization, to facilitate the discussion and communication of the topics.

At the Autumn General Meeting 2023, the creation of the Sustainability Plan was initiated as a project. In 2024 the preparation process of the document was started according to the Action Plan

In spring 2025, the Board of TuKY conducted two afternoon workshops to review Turun KY's key stakeholders, the current state of sustainability, and the sustainability themes provided by the expert. From these, the most relevant themes for our activities and within our sphere of influence were selected. Target states, concrete actions, monitoring indicators, and responsible persons for each theme were brainstormed.

In summer 2025, the Board selected the most important and feasible target states and actions from the previous ideas.

During autumn 2025, the document was reviewed with the responsibility planning expert. The final structure of the document was refined over several Board meetings.

The document was approved at the Association's Autumn General Meeting on 3rd of November 2025.

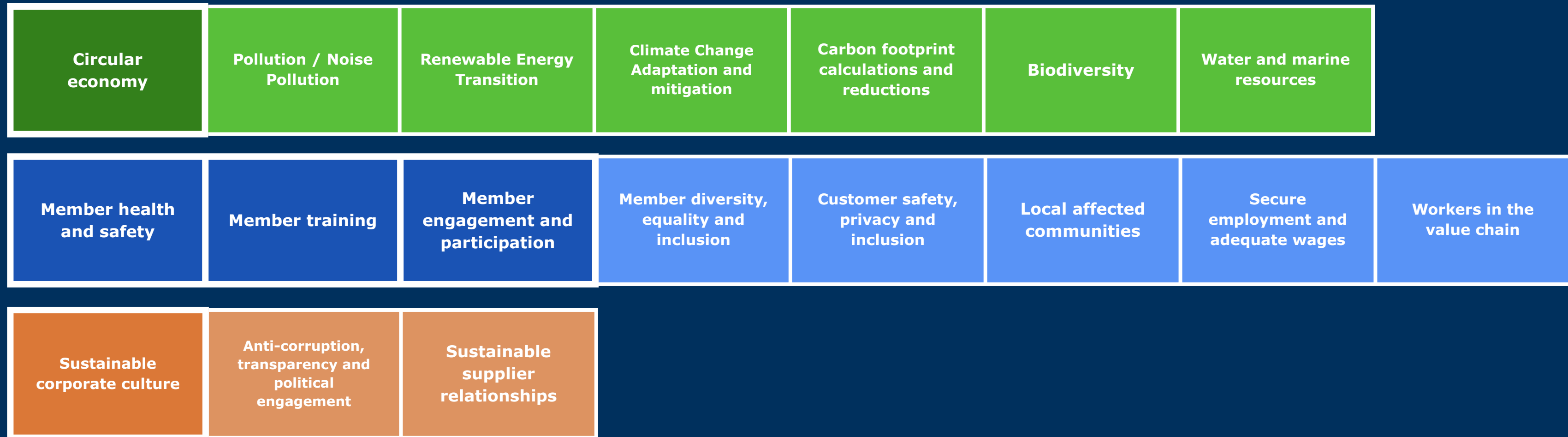
5 Materiality Assessment



According to the EU ESRS standards, sustainability is divided into three main categories: **environmental sustainability**, **social sustainability**, and **governance sustainability**.

Turun KY's Board has assessed the current state of the association and its potential for impact, and based on this assessment, has selected the themes most relevant to its activities (darker below). The Sustainability Plan focuses on these themes.

The selected themes focus on social responsibility issues that reflect the core activities and impact of the organisation. This limitation does not exclude the importance of other themes or their promotion in the future. The choices have been made deliberately in order to allocate resources and strengthen the impact of the organisation's activities.



6.1 Circular Economy



Target Stage

Food waste at events has been significantly reduced. Surplus food is redistributed to minimize waste.

Action

Estimate food quantities for events based on previous years. Share consumption data among clubs. Establish channels for distributing surplus food.

KPI

- Amount of food waste
- Amount of redistributed food

Items are borrowed between organisers, kept in good condition, repaired, and purchased second-hand whenever possible.

Create a shared borrowing list for clubs and promote the use of sustainable products through training.

- Number of borrowed items
- Usage frequency of borrowed items

Responsible Parties: Executive Director, Head of Premises, event organisers

6.2 Member health and safety



Target State	Action	KPI
The community of Turun KY is a safe space where everyone can be themselves, feel a sense of belonging, and where members' physical, mental, and social safety are prioritized.	Further develop the harassment contact person system. Make operational practices more transparent. Continue communicating the Code of TuKY. Continue developing the Terve Mieli -project.	<ul style="list-style-type: none">• Number of harassment reports• Number of accidents• Survey responses
The community maintains a zero-tolerance approach to harassment, and reporting it is encouraged.	Further develop the harassment contact person system. Make operational practices more transparent.	<ul style="list-style-type: none">• Number of harassment reports• Survey responses
Members of Turun KY have a good well-being, and mental health support is strongly reflected in activities.	Provide organizers with tools for coping, developing sustainable operations, and improving operational effectiveness.	<ul style="list-style-type: none">• Responses to Terve Mieli and club surveys

Responsible Parties: Main Sector, Harassment Contact Persons, Head of Educational Affairs, Head of Social Affairs, The Committee for Social and Educational Affairs

6.3 Member Training



Target State	Action	KPI
Members are familiar with Code of TuKY and the community's ethical guidelines.	Actively communicate about the document. Develop TuKY's trainings into pedagogically high-quality programs.	<ul style="list-style-type: none">• Survey responses• Number of harassment reports
Tutoring supports the learning and adaptation of new students. Tutoring is of high quality for all new TSE students.	Focus on improving tutoring for master's and international students. Collect feedback on tutoring from all stakeholders and develop the program based on it.	<ul style="list-style-type: none">• Feedback on tutoring• Number of active members and active bunnies
Knowledge and traditions are smoothly transferred between organisers.	Implement a testament culture for organisers. Establish an organiser group (club) survey to support development.	<ul style="list-style-type: none">• Responses to the club survey

Responsible Parties: Main Sector, Head of Social Affairs, Head of International Affairs

6.4 Member engagement and participation (1/2)



Target Stage	Action	KPI
Members perceive TuKY's activities as meaningful and want to participate.	Clearly communicate to members how and where they can influence and engage in the association's activities, for example through information packages.	<ul style="list-style-type: none">• Survey results• Attendance at association's meetings
All open positions are filled by motivated applicants from the membership.	Ensure that positions are attractive and meaningful to members by avoiding unnecessary roles. Assess the sustainability of the organiser group's activities before approval.	<ul style="list-style-type: none">• Number of active bunnies• Number of applicants per position
The association fosters an open and encouraging atmosphere for giving feedback.	Create low-threshold channels for providing feedback.	<ul style="list-style-type: none">• Number of feedback submissions

Member engagement and participation (2/2)



Target State	Action	KPI
Members are genuinely interested in advocacy work and participate in it actively.	Develop effective and appealing ways to encourage members to respond to surveys.	<ul style="list-style-type: none">• Survey results and response rates
The use of Finnish and English functions naturally and smoothly at all levels of the association's daily activities.	All association activities can be conducted bilingually so that both language groups can participate easily.	<ul style="list-style-type: none">• Number of bilingual events• Survey results

Responsible Parties: Head of Educational Affairs, Head of Communications, Vice Chair, Head of International Affairs, Executive Director

6.5 Sustainable Corporate Culture



Target State	Action	KPI
Participation in Turun KY's activities does not negatively affect well-being.	Eliminate unnecessary work throughout the organisation. Continuously monitor the distribution of responsibilities and workload in positions.	<ul style="list-style-type: none">• Terve Mieli -survey results• Board's development discussions
Communication is continuous and seamless among organisers.	Develop sector-specific internal communication channels.	<ul style="list-style-type: none">• Usage of communication channels
Stakeholder engagement is continuous and responsible. Aim for long-term stakeholder partnerships.	Develop additional value-adding partnership benefits and communicate them clearly. Treat stakeholder partners with respect.	<ul style="list-style-type: none">• Trend of development for long-term stakeholder partnerships.

Responsible Parties: Chair of the Board, Sales Manager, Vice Chair