



# Summary

## Biodiversity handbook for companies

Technology Industries of Finland aims to support its member companies in addressing biodiversity management and harnessing the business benefits of nature-positive actions. To promote this, Technology Industries developed a new Biodiversity Programme in 2024. One central component of the programme is the Biodiversity Handbook.

### Many companies already address biodiversity alongside climate change

Many companies are already incorporating biodiversity considerations into their operations, sustainability efforts, and increasingly as a source of competitive advantage alongside climate change mitigation. Leading companies have set ambitious goals to halt biodiversity loss and/or achieve nature-positive outcomes. However, the majority of companies are still exploring the most impactful and cost-effective ways to manage biodiversity within their operations. There are numerous approaches, and each company can find its own path to transform potential negative impacts on nature into positive ones.

### Eight steps for companies to manage biodiversity

The framework of this handbook is based on a combination of the Science-Based Targets for Nature framework (SBTN) and the TNFD-LEAP disclosure framework (Taskforce on Nature-related Financial Disclosures). There are eight steps that companies need to take to elevate biodiversity as a strategic priority and to initiate or deepen their efforts to strengthen biodiversity.





Steps can be taken in a different order than presented here, and many companies in the technology industry have already implemented some or several of these steps. However, all eight steps are important for successfully managing biodiversity in the long term and harnessing the business benefits of nature actions. Additionally, it is essential to revisit these steps continually as understanding grows and the operating environment changes.

Alongside the eight steps, the handbook describes the actions companies need to take at each step on their journey toward becoming nature-positive.

**The steps and actions toward nature-positive, profitable business include the following:**

1. Commit to Change
  - Understand the importance of biodiversity and value creation
  - Strategic commitment from leadership
  - Build knowledge and expertise
2. Map the Playing Field
  - Identify stakeholder expectations
  - Understand the regulatory environment
  - Explore industry and peer actions
  - Position biodiversity efforts within a broader responsibility framework
3. Assess the Current State
  - Identify and prioritize company's dependencies, impacts, risks, and opportunities in the value chain
  - Evaluate direct impacts on nature
  - Assess indirect impacts
  - List existing biodiversity management efforts

4. Set the Target
  - Target for managing direct nature impacts
  - Target for managing impacts across the value chain
  - For advanced companies: Set Science-Based Targets for Nature
5. Act
  - Assess baseline conditions if there are direct nature impacts
  - Prioritise and apply mitigation hierarchy
  - Reduce nature impacts across the value chain
  - Promote positive impacts through nature handprint
6. Drive Transformation
  - Develop nature-positive products
  - Advance circular economy
7. Report and Communicate
  - Report targets and actions and communicate achieved results
  - Advanced companies may consider using the TNFD disclosure framework
8. Lead the Change
  - Track results against targets
  - Emphasize the importance of biodiversity actions
  - Monitor changes in the operating environment

In biodiversity management, the company's board and each member of the executive team, along with their respective teams, play an important role. Close collaboration and goal-orientation among leaders and teams are crucial. Different companies have various organisational structures, but every leader and team should consider their role and responsibility in strengthening biodiversity and act accordingly.