

PAPU

SUSTAINABILITY PEEK

2020-2021



Before the first Papu collection was launched and the idea of the whole Papu lifestyle was founded, the mission was clear: we wanted to make the best choices possible. At that time in 2012, there weren't that many clothing brands to follow sustainable philosophy. On that demand Papu was born and took its first steps towards more sustainable clothing for children and women.

Our aim is not only to create nature-inspired clothing - rather we find nature so dear to us that it is our passion to treat it well. We want to dive into clean woods, see the welfare wild animals and to breathe fresh air whether walking in the woods or in the city. That's one of the reasons we want to try our best to do things as sustainable as possible.

Papu has quickly grown from a little baby bean (Papu means a bean in Finnish) to an independent child that explores, enjoys and values the nature. From a sustainability point of view we have already faced many challenges when growing up to a bigger brand that is sold in bigger markets.

We still are working as a part of clothing industry as a small actor. That means that our work to make more sustainable choices is something that depends on others. The more we grow the better chances we'll have to choose the best options within this industry. To find the best solutions we will work on our goals to be a forerunner in sustainability among clothing brands worldwide.

With love,
Papu Crew





THE PHILOSOPHY BEHIND THE PAPU ITEM

We want to create a story as long as possible for each Papu item. That's why we are designing items that last from child to child and from woman to another. That is possible to achieve by following a timeless design and good quality in materials and sewing. As children grow really fast, we have adjustable sizes to make a garment last as long as possible in one person's use. In our design process, we aim to design items that inspire both the children and their parents.

SAFETY FIRST

Since we are creating also children's wear we must consider all the standards and technical details really carefully. We design our products with children's actions in mind. The product must be safe for a kid that is always able to find new ways to play and even explore the clothing. In Papu items you can trust that they are safe for the kids and adults as well. We receive feedback from our customers with pleasure and try our best to take that into consideration in the design process.

EFFICIENT USE OF FABRICS

We generally aim to calculate the fabric amount really carefully so we won't end up in trouble with the leftover material. Our production leftover fabrics are usually cut and made into new desirable products that are just as good quality as all of our products are. Some leftovers are also sold to our customers. Some of our factories are sending their leftover materials to car repair shops to be used as oil-soaked rags.

Did you know that for example one of our most wanted items Patch leggings is sometimes made out of production surplus fabrics? We have also made pillows, pillow covers, purses and bags out of our leftover material. Our aim is not to have any leftovers in our stock. We are constantly searching for solutions to utilize the pre-consumer waste, meaning the cutting waste that comes in our production processes.

ENCOURAGING TO REUSE

During Child Fair 2018 (Lapsi-messut) we had a take-back concept for used clothing in collaboration with [Emmy Secondhand Marketplace](#). We collected the pre-owned clothing during the whole fair weekend. Today we have partnered also with [Ninyes](#), which is a marketplace to sell pre-worn, sustainably produced fashion. Ninyes co-operates with sustainable fashion brands by offering them, and their customers, a re.wear model for taking back 2nd hand clothes and finding these clothes new and happy users.

By organising this kind of collaborational concepts together with Second hand markets we want to encourage our customers for thoughtful reuse and responsible discard of their old clothes. We also want to encourage people to reuse their Papu items and we know that Papu's items are already being re-sold in several online flea markets.

Have you noticed, that on the care label of each Papu item, there is room to write up to three names? This is our way to make sure that the Papu items stay longer in use from a user to another. We do believe that our products could have more than three users, but the care label can't be any longer than this....

PAPU CARES AND REPAIRS

We have updated a Papu Cares manual¹ to our website to guide our customers for responsible clothing care. Did you know that how you treat your garment plays a significant role in elongating the product's lifespan? The use phase of a garment is scientifically proved to cause the greatest impacts on the environment during its whole life cycle! That is the reason we aim to share information about how you can be part of elongating your Papu product.

When in need, our Papu Store in Helsinki offers repair services in collaboration with Vaatturiliike Savimaa. They also recommend the seamstress if the customer wish to shorten or narrow the product, for example. Our personnel in papu store are very pleased and well-informed to advise customers on product maintenance and there are several clothing care supplies for sale in the Store.

¹ [PAPU CARES](#) clothing care manual

**OUR AIM
IS NOT TO
HAVE ANY
LEFTOVERS IN
OUR STOCK**



MADE IN

The garment production happening in Europe makes it easy for us to ensure the good working conditions in our factories. We aim to keep long-term relationships to our factories, and we visit our suppliers annually while producing each season's main collection. The year 2020 was exceptional because of the global COVID-19 pandemic. The manufacturer is chosen to achieve the best possible quality for certain product type. Choosing the manufacturer depends on each factory's capacity to produce certain kinds of products. That is the reason why our manufacturers and their location varies on the different product or material types.

THE LIST OF OUR GARMENT SUPPLIER COUNTRIES IN THE YEAR 2020

BALTIC COUNTRIES
52,5% of our manufacturers located quite near Finland: in Tallinn, Estonia (2%) and in Lithuania (50,5%).

PORTUGAL
46,7% of our manufactures was located in Porto, Portugal.

CZECH REPUBLIC
0,4% of our manufactures was located in Czech Republic.

TURKEY
0,4% of our manufactures was located in Turkey.

*percentage of the sourcing purchase volume in the year 2020

We are always willing to build a longterm relationship with our suppliers. For example, our trusted manufacturers Alec (42% of the purchase volume) and Tebesa (15% of the purchase volume) have been our main supplier for over five years and we hope that our cooperation will last for good – as well as with the other carefully selected suppliers. As our business and product selection have expanded very fast in the past years, we have had need for new suppliers as well.

Most of our suppliers are located in the low-risk countries such as Portugal, Baltic countries and Czech Republic. Turkey (0,4% of our production) is classified as a risk country. ([Amfori BSCI 2021](#)) Our supplier in Turkey is however high quality factory with high standards to **environmental** and **social responsibility**. Although we know our suppliers well and believe that they cherish good working conditions in their factories, we have set a target to establish their commitment to living wages instead of fair remuneration in the year 2022. We are currently updating our Suppliers code of conduct.

HERE'S OUR CLOTHING MANUFACTURERS IN 2020

GARMENTS

LITHUANIA: TEBESA (2016)
Neries kr.16,48402, Kaunas
PORTUGAL: ALEC (2016)
Rua Da Industria, 324, Porto
PORTUGAL: ETFOR (2018)
Av. Margarida Queiroz 301,
4740-438 Forjães
LITHUANIA: GIJA (2018)
Erdvilo G. 3, 47181 Kaunas
LITHUANIA: TINDRA (2019)
Algirdo G. 54, 50157 Kaunas

CAPS, BERETS, BEANIES

PORTUGAL: LIKE A PEARL (2019)
Zona Industrial da Gandra
Rua da Demanda nº10, Pavilhão 5F
4740-023 Gandra, Esposede
ESTONIA: VELMARD (2020)
Tondi 17b, 11301 TALLINN
CZECH REPUBLIC: TONAK (2018)
Zborovska 823, Nový Ji ín
LITHUANIA: JSC KNITAS (2018)
Pievu G. 74, 96105 Kaunas

SOCKS

ESTONIA:
SOCKMANN GROUP (2019)
Akadeemia tee 33, 12618 Tallinn

BAGS

ESTONIA: GEVATEX (2019)
Rannamõisa Tee 4,
13516 Tallinn

FACE MASKS

TURKEY: ISKUR (2020)
Genç Osman Mah.
Recep Tayyip, Erdoğan
Bulvarı İskur Tekstil No 97/A,
Dulkadiroğlu / KAHRAMANMARAŞ
FINLAND: ALMA ESTER DESIGN
(2020) Pohtolankatu 71 C 21
33400 Tampere

MATERIALS

ENVIRONMENTALLY PREFERRED FIBERS

We are using mainly organic cotton but also other sustainable materials such as wool, linen, lyocell and recycled materials. We are constantly sourcing new, innovative and sustainable fabrics. Through the careful material selections and sourcing, we aim to achieve functional and quality products with a long lifespan - with as less environmental impacts as possible.

ORGANIC COTTON

The biggest part of our products are made from organic cotton. In the growing of organic cotton, no chemicals are used. Growing does not damage the soil, has less impact on the air, and uses less water and energy compared to conventional cotton. The organic cotton yarn used in our products is GOTS certified and it is dyed due to the OEKO-TEX® 100 Standard requirements. In jersey products we add 5% elastane with organic cotton to make a soft feeling to the fabric and make Papu products more comfortable to wear. Our cotton knitwears are made from 100% organic cotton.

RECYCLED ORGANIC COTTON

The recycled cotton is made out of pre-consumer organic cotton waste, which means the leftover yarns of the textile industry. By using recycled cotton, we aim to reduce our use of virgin cotton, in which way we lower the environmental impacts of farming virgin cotton. Recycled organic cotton is mixed with the virgin organic cotton to get a stronger fiber. The feel of this high-class cotton blend is soft in use.





LINEN

Flax plant grows quite fast and well even in rough circumstances. Compared to cotton flax cultivation doesn't require that much fertilizers, pesticides and irrigation. Linen is a breathable and absorbent material that dries fast. It is a strong, antibacterial, antistatic and dirt repellent natural fiber. Linen is a perfect choice for year-round use: in hot weather linen keeps you cool and in a chilly weather it keeps you warm. Linen wrinkles quite easily because of its strong and inflexible fibers.

RECYCLED POLYESTER

We use recycled cotton in some products such as jackets for example. Recycled polyester is made out of the used PET bottles. In use recycled polyester is similar to virgin polyester with a good technical performance - it is a durable, quick drying and moisture-wicking material. Compared to virgin polyester the manufacturing process is still way more environmentally friendly, since it doesn't require nonrenewable raw materials (as petroleum) and is made out of used bottles (or in some cases, out of old polyester textiles). Elastane adds stretchy function to this material.

LYOCELL

Lyocell is a cellulose-based fiber manufactured from wood pulp. As a material it is similar to viscose, but with more environmentally friendly manufacturing process requiring less energy and no such harmful chemicals. The manufacturing process happens in a closed loop system, meaning that all the chemicals used can be used over and over again. Lyocell is a strong and durable fiber. When dry, it is the strongest cellulosic fiber - even stronger than cotton or linen! In the use, lyocell feels soft on the skin, is absorbent and remains fresh much longer than cotton - several wears are possible. That means fewer washings and that way saving water and energy. We have increased the usage of Lyocell in our collection within the past few years, because of its' sustainability aspects, high quality and luxurious touch.

MERINO WOOL

Many of our beanies and mittens and some of our cardigans are made from a mulesing free merino wool. Merino is naturally anti-bacterial and it doesn't absorb smells easily, so you don't have to wash merino products so often. Drying and airing it out is usually enough. As a natural fiber, merino wool will break down to its natural base elements and therefore not pollute the oceans and waterways when being washed or discarded. You can even compost your merino garment when it will come to the end of its lifetime.

HERE ARE THE PERCENTAGES OF DIFFERENT FIBERS USED, CALCULATED FROM OUR TOTAL PRODUCTION WEIGHT VOLUME OVER THE YEAR 2020

74,3% Organic cotton

8% Linen

7,8% Lyocell

3,8% Wool

2,8% Elastan

1% Recycled cotton or polyester

1% Ecovero viscose

0,5% Polyamid

0,1% Polyester

0,4% Merino wool

0,2% Cashmere wool



MATERIALS

STANDARDS

We require the OEKO-TEX® 100 Class 1 standard for most of our products always when possible. In 2020 all of our products were made regarding the OEKO-TEX® 100 Class 1 standard¹. The OEKO-TEX® tests for harmful substances are based on the purpose of the textiles and materials. Clothing with the intensive skin contact require the strict human-ecological requirements.¹

The OEKO-TEX® standard has four product classes, in which we only approve the first two for our products. Product class I consists of articles for babies and toddlers up to 3 years of age Product class II contains articles that are worn close to the skin.

NO SUSPECT CHEMICALS

Papu items don't contain suspect chemicals such as phthalates. According to the OEKO-TEX® testing the approved amount of phthalates is not higher than <0.1 w-%. Papu doesn't have any products that could contain even this little amount of phthalates, since they are commonly used only in coated articles, plastisol prints, flexible foams, and accessories made from plastics - none of them Papu is not having in its products. All of our products with placement prints and digi prints have the OEKO-TEX® 100 Class 1 standard ensuring they don't contain phthalates.

Furthermore, Papu products don't contain any Perfluorinated chemicals (PFCs) that usually appear in stain, water and grease repellent chemicals. Papu doesn't have any clothing in its collections having these kinds of finishings. We're searching for environmentally friendly options for the technical outerwear, but haven't found one yet. That is the main reason, why Papu doesn't produce any technical outerwear at the moment.

The STANDARD 100 by OEKO-TEX® takes account of:

- Important legal regulations (banned Azo colourants, formal-dehyde, pentachlorophenol, cad-mium, nickel, etc.
- Numerous harmful chemicals, even those not legally regulated.
- Requirements of Annexes XVII and XIV of the REACH² as well as of the ECHA SVHC Candidate List insofar as they are assessed by expert groups of the OEKO-TEX® Association to be relevant for fabrics,

¹ [STANDARD 100 by OEKO-TEX®](#)

² EUROPEAN CHEMICALS REGULATION

**OVER 50%
OF OUR FABRIC
SUPPLIERS HAVE
THE GLOBAL
ORGANIC TEXTILE
STANDARD (GOTS)
CERTIFICATION.**



SUPPLY CHAIN MANAGEMENT

MATERIAL MANUFACTURERS

We source our materials with our trusted and long-term partners always aiming to reach the best sustainable options. Papu has direct contact to all of its fabric suppliers furtherdown the supply chain (the percentage due to the purchase volume of the year 2020).

Over 50% of our suppliers are the [Global Organic Textile Standard \(GOTS\)](#) certified factories. This standard sets requirements throughout the supply chain for both ecology and labour conditions in textile and apparel manufacturing using organically produced raw materials.¹

We aim to limit the number of factories we produce our clothing in. As a young company, we don't have yet that long relations with our suppliers. We still value long-term partnerships what it comes to production. We have now worked with our main suppliers for five years.

CODE OF CONDUCT

Each of our supplier has to comply with our Code of Conduct, which defines the minimum requirements considering our clothing supply chain. The principles set out in the Code of Conduct represent minimum expectations that Papu have for their suppliers and other subcontractors.

These minimum standards are integrated to our sourcing strategies and to how we monitor our suppliers factory performance. They act as a baseline for determining the suppliers we'll work with as we grow our business. In the 2020 we haven't got any concerns about misconducts in our supply chain.

Our main fabric suppliers are all situated in the low-risk countries such as Portugal, Baltic countries and Chech Republic ([Amfori BSCI 2021](#)), but Turkey is classified as a risk country. We have set a target to establish our suppliers commitment to payment of living wages during the year 2022.

You can take a look into Papu's official Code of Conduct behind [this link](#).

¹ [GLOBAL ORGANIC TEXTILE STANDARD](#)

THE LIST OF OUR FABRIC SUPPLIERS

(GOTS certified suppliers marked)

LITHUANIA: TEBESA
Neries kr.16, Kaunas 48402

G PORTUGAL: ALEC (GOTS)
Rua da Industria, 324
4755-522 Barcelos

G PORTUGAL: ACATEL (GOTS)
Rua do Barreiro, 310 - Gilmonde
4754-909 Barcelos

G PORTUGAL: ETFOR (GOTS)
Av. Margarida Queiroz 301,
4740-438 Forjães

G PORTUGAL: A. SAMPAIO & FILHOS (GOTS)
Rua S. Bento da Batalha, 76,
Santo Tirso

PORTUGAL: ADALBERTO PINTO DA SILVA, S A
R. Adalberto Pinto Da Silva, 28
4795-177 Rebordões

G TURKEY: BEZTAS (GOTS)
Demirtas O.S.B. Zambak Sok. No: 5-7
16245 Osmangazi/Bursat

THE LIST OF OUR YARN SUPPLIERS

ITALY: FILIVIVI SRL
Viale Trieste, 62
36075 Alte Ceccato Montecchio Maggiore

FRANCE: UNION TEXTILE DE TOURCOING
96 Rue Du Pont Rompu - BP440
59203 Tourcoing Cedex

GERMANY: GEBRUEDER OTTO GMBH & CO KG
Koenigstrasse 34,
89165 Dietenheim

ITALY: COTONIFICIO OLCESE FERRARI S.P.A.
Via Vittorio Veneto, 44,
25052 Piancogno



LABELS AND TAGS

Labels and tags are a cherry on top of our products and we want to express our values and aesthetics through them. Our brand labels and size labels are currently made in Spain, from 100% recycled polyester. Also the hangtags are made in Spain from recycled cardboard and they have the Global Recycled Standard, PEFC and FSC certifications. The seal of the label is biodegradable and compostable. In some of our accessories, beanies for example, we have faux leather labels that are made in Portugal. All of our care labels are made in Europe - we aim to produce the labels as near the clothing manufacturer as possible.

HANGERS

Our Papu logo hangers are made out of recycled plastic from the old household appliances. We use the hangers at our flagship store, retailers, showroom, fairs and all other sales events. The hangers are made in Spain.

PACKAGING MATERIALS

When choosing our packing materials, we always prefer certified, recycled and products that are made in Finland. We send all Papu's webstore orders wrapped in compostable silk paper and put in the paper bag made out of recyclable FSC -certified paper from Finnish woods. Both are made in Finland, as are our FSC-certified paperbags that we use in our Papu store. In the year 2020 we started to charge customers from the shopping bags in our Papu Store and pop up events. This has reduced the usage of paperbags dramatically (over 90% reduction at pop up happenings in 2020).

During collection launches, we sometimes send a postcard or a sticker to customers who have purchased a Papu item from our webstore. The cards and stickers are made in Tampere, Finland. The postcards have the ISO14001, ECF and FSC Mixed Credit certificates. The printing ink of our paper materials follow the regulations of EY no 1907/2006 (REACH).

To protect our sensitive products in warehouses, the products are delivered to us from the production packed in single plastic bags. 2020 our packaging materials divided by weight as following: 9% recycled plastic (0,2t), 9% virgin plastic (0,19t) and 82% FSC certified paper or cardboard (1,8t).

In the year 2019 we required our suppliers to use recycled plastic for packaging. Today over 65% of our suppliers delivers our products in recycled plastic bags and thanks to that we have reduced usage of virgin plastic in two years over 50%. We are continually working to increase the share of recycled plastic or certified renewable materials and reduce the amount of packaging materials used.

ENVIRONMENTALLY FRIENDLY SHIPPING

Our webstore offers always the most eco-friendly delivery options to our customers. Our Products are delivered by Posti and DHL GoGreen climate neutral shipments. The shipping and returns are chargeable because we believe this reduces impulse shopping and is better for the planet for this reason.



OUR PREMISES

Papu's staff has been working mainly remotely in 2020. We closed our office in early 2020 due to the global COVID-19 pandemic. At the same time we rented the warehouse from Teollisuusasema, which is located in the city of Nokia. Funnily, this is the same building where our very first headquarters was located. The warehouse space is 180 m² and electricity is an green energy from Tampereen Sähkölaitos. Almost all of their electricity to small business customers is produced from renewable energy sources. About 90% was produced by either water, wind or wood-based fuels. The rest, about 10%, was produced from mixed waste at Tammervoima waste incineration plant.

In addition, our PAPU store is located in Helsinki, Pohjois-Esplanad. The store is 144 m² and it is workplace for 4 to 5 persons. The store's electricity comes from Helen and the electricity is free from CO₂. Fossil fuels are not used in power generation and it causes a minimum amount of carbon dioxide emissions. The origin of CO₂ free electricity is nuclear and renewable energy sources. The proportions of these may vary.

CARBON FOOTPRINT

This year we took a great leap in our carbon footprint calculations as we calculated carbon emissions of our own operations (Scope1 and Scope 2) and beyond our own operations (Scope 3) for the years 2019 and 2020. Carbon emission calculations are done according to [Motiva Oy footprint calculation tools](#) and [ilmastolaskuri](#). The emissions of our own operations decreased 67% from 15,8 tkg CO₂e (2019) to 5,2 tkg CO₂e (2020) and the emissions beyond our own operations (Scope 3) decreased 43% from 493,5 tkg CO₂e to 280,7 tkg CO₂e. Our Waste footprint decreased as well from 4 tkg CO₂e to 2,2 tkg CO₂e.

2019

Total amount of emissions tkg CO₂e
OWN OPERATIONS Scope1 and Scope2 was
15,8 tkg CO₂e

Consisting:

Car, taxi, train: 1 tkg CO₂e

Flights: 7,4 tkg CO₂e

Store: 1,5 tkg CO₂e

Office and warehouse: 5,9 tkg CO₂e

Total amount of emissions tkg CO₂e,
beyond own operations Scope 3 was
493,5 tkg CO₂e

Consisting:

Products and fabrics: 437,2 tkg CO₂e

Transportation to Finland: 52,3 tkg CO₂e

Waste: 4 tkg CO₂e

2020

Total amount of emissions tkg CO₂e,
own operations Scope1 and Scope2 was
5,2 tkg CO₂e

Consisting:

Car, taxi, train: 0,6 tkg CO₂e

Flights: 0,7 tkg CO₂e

Store: 1,5 tkg CO₂e (complete year)

Office and warehouse: 2,4 tkg CO₂e

Total amount of emissions tkg CO₂e,
beyond own operations Scope 3 was
280,7 tkg CO₂e

Consisting:

Products and fabrics: 249,7 tkg CO₂e

Transportation to Finland: 28,8 tkg CO₂e

Waste: 2,2 tkg CO₂e

We have set a target to be fully climate neutral by the year 2030. Now we have taken our first steps by reducing travelling and increasing remote working virtual meetings and virtual sales channels. In the future our target is that packaging of the products will be reduced further and packaging materials will be made fully from certified, bio based or recycled materials. We are also continuously searching for new sustainable materials to our products. In the future the energy used in the company's own operations will be fully certified green energy from renewable resources and we will encourage our supply chain to follow our example. In the end, Papu will eliminate rest of the CO2 emissions by acquiring emission allowances from the EU Emission Trading System (EU ETS).





NOW

From a sustainable point of view, everything starts from the company's values and through sustainable design management. Our wonderful Papu crew is an inspired, active and effective bunch of professionals. We manage our employees with respect and loyalty. We are working mostly by office hours and have a good team spirit inside the firm. We do believe that happy Papu people are the best capital the company can have.

As we avoid fast fashion trends and aim to design timeless products with good quality, we need to be up to date and constantly improve our product development and other aspects considering sustainability.

TOMORROW

Starting from the beginning of the year 2018 we started to educate our whole crew towards more sustainable principles in each team's and person's everyday work. As this brochure is only a small peek into our work on sustainability, our aim is to create a proper Sustainability report in the future. In the beginning of the year 2019 we have created our first official Code of Conduct to guide us and our partners to work for the sustainable future and we are currently updating it. Today our biggest challenges in our sustainability work lay on how we can adapt to circular economy and report our actions properly.

We have created the Sustainability plan to ensure our improvements towards sustainability in the future. Detailed goals helps us to make better choices and decisions. To find out more check out the table about our principles and goals towards more holistic sustainability on the next page.

	NO!	NOW	TOMORROW
PRODUCT DESIGN	Fast Fashion trends Poor material Overstock Strict gender allocation Products for marginal niche	High quality materials Adjustable sizes Unisex products Timeless design Meaningful products - stories Functionality	Innovative product solutions Eco-efficient design process Long lasting decisions Top-notch details Improvements to functionality
RAW MATERIALS	Illegal chemicals Supply from sweatshops Cheap synthetic fibres Genetically modified plant fibres	Mainly natural fibres Organic cotton (Oeko-tex class 1) Recycled raw materials Resource efficiency Search for new innovative materials Material testing	Sourcing new and innovative (yet environmental) raw materials GOTS certified organic cotton Supply chain transparency Manufacturing RSL Sustainable material education
PRODUCTION & CARE	Unknown production conditions Inefficient material use Child labour Poor quality in sewing Exorbitant material consumption	Transparency inside the company Leftover material's utilization Fair working conditions Professional sewing Efficient pattern cutting	Keep up the good partnerships to familiar suppliers Transparent communication Minimize the use of water and energy Eco-efficient production
LOGISTICS	Unnecessary shipment Preferring public transport while way to work	Logistic partners committed to sustainable values Well planned logistics Preferring land and sea transport inside Europe	Recycled packaging Research on sustainability practises and emissions of the logistic partners
USE & CARE	Materials needing special care (for example dry cleaning)	Comprehensive care instructions Easy washing Easy maintenance Papu Cares concept	Customer education in sustainability Care & repair kit for customers Rent services
REUSE & RECYCLING	Out of date products Bad quality	Desirable design that encourages to recycle Products that can easily be fixed or repaired Collaborations with second hand markets	Use of materials that can be recycled or reused Papu Secondhand services Customer education on recycling Material upcycling
WASTE MANAGEMENT	Dumping waste into landfill Indifference towards recycling	Waste recycling at the office and in production facilities Use of materials that can be composted, recycled or used as energy waste Part of Finnish Packaging Recycling RINKI Ltd	Minimize the use of plastic or using recycled plastic (no new plastics in the future) Textile waste management improvements
CARBON EMISSIONS	Using energy from nonrenewable resources	We use energy only on renewable or CO2 Neutral resources in our own operations. Our flagshipstore PAPU Store in Helsinki uses CO2 neutral energy from Helen and our warehouse in Nokia uses green energy from Tampereen Sähkölaitos.	We have set a target to be fully climate neutral by the year 2030. Now we have taken our first steps by reducing travelling and increasing virtual meetings, virtual sales channels and remote working.



PAPU

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