## PAPU

## **SUSTAINABILITY PEEK**



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 woman who explores, enjoys and values life. 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 Team



# 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 a person to another. That is possible to achieve by following a timeless design and good quality in materials and sewing. Many of our products are adaptable and suitable for many body types. In our design process, we aim to design items that are inspiring and makes their users happy for a long time.

### **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 are sometimes made out of production surplus fabrics? In addition to garments 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.

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### SAFETY FIRST

Since we produced also children's wear we have considered all the standards and technical details really carefully. We have designed 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.

### **ENCOURAGING TO REUSE**

Starting from 2018 we have collected used clothing in collaboration with Emmy Secondhand Marketplace. Today we have a strong partnership 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. Nowadays you can find PRE-LOVED items also from our own webstore papudesign.com and Papu Store in Helsinki.

By organising this kind of collaborational concepts together with Second hand marketplaces 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 a Papu Cares manual<sup>1</sup> 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 customer service and Papu Store in Helsinki advise on matters related to care and repair services which are operated by Menddie. 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





## **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 years 2020-2022 was exceptional because of the global COVID-19 pandemic and otherwise an exceptional world situation. 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 2022

FINLAND

0,7% of our manufacturers was located in Finland.

BALTIC COUNTRIES

59,1% of our manufacturers located quite near Finland: in Tallinn, Estonia (2,3%) and in Lithuania (56,8%).

PORTUGAL

36,89% of our manufacturers was located in Porto, Portugal.

CZECH REPUBLIC

0,3% of our manufactures was located in Czech Republic.

\*percentage of the sourcing purchase volume in the year 2022

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We are always willing to build a longterm relationship with our suppliers. For example, our trusted manufacturers Alec (36,5% of the purchase volume) and Tebesa (10,4% of the purchase volume) have been our main supplier for over six 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.

Our suppliers are located in the low-risk countries such as Portugal, Baltic countries and Czech Republic. Although we know our suppliers well and believe that they cherish good working conditions in their factories, we have established an updated Suppliers code of conduct in 2022 which demands their commitment to living wages instead of a fair remuneration.

### HERE'S OUR CLOTHING MANUFACTURERS IN 2022

### **GARMENTS**

LITHUANIA: TEBESA (2016)
Neries kr.16,48402, Kaunas
PORTUGAL: ALEC (2016)
Rua Da Industria, 324, Porto
LITHUANIA: GIJA (2018)
Erdvilo G. 3, 47181 Kaunas
LITHUANIA: TINDRA (2019)
Algirdo G. 54, 50157 Kaunas
LITHUANIA: PAKAITA (2021)
Jovaru st. 5, 47192 Kaunas
LITHUANIA: ROZE (2021)
Polocko g. 15, LT-01204 Vilnius

### BERETS, BEANIES

CZECH REBUBLIC: TONAK (2018)

Zborovska 823, Nový Jicín

LITHUANIA: JSC KNITAS (2018)

Pievu G. 74, 96105 Kaunas

### **BAGS**

ESTONIA: GEVATEX (2019)

Rannamöisa Tee 4,

13516 Tallinn

### SOCKS

ESTONIA:

SOCKMANN GROUP (2019)
Akadeemia tee 33, 12618 Tallinn
LITHUANIA: SKINIJA (2022)
Gaiziunu str.5, LT50129 Kaunas

### **JEWELLERY**

FINLAND:

NOKIAN VÄLIASEMA (2022)

Nokianvaltatie 25 C,

37100 Nokia

FINLAND: FAKTORIA (2022)

Sepänkatu 4-8 LH 2,

33230 Tampere

### **BATHROBES**

PORTUGAL:
SOMANI (2022)
R. Outeiro 395,
4795-542 São Salvador
do Campo

## **MATERIALS**

### **ENVIRONMENTALLY PREFERRED FIBERS**

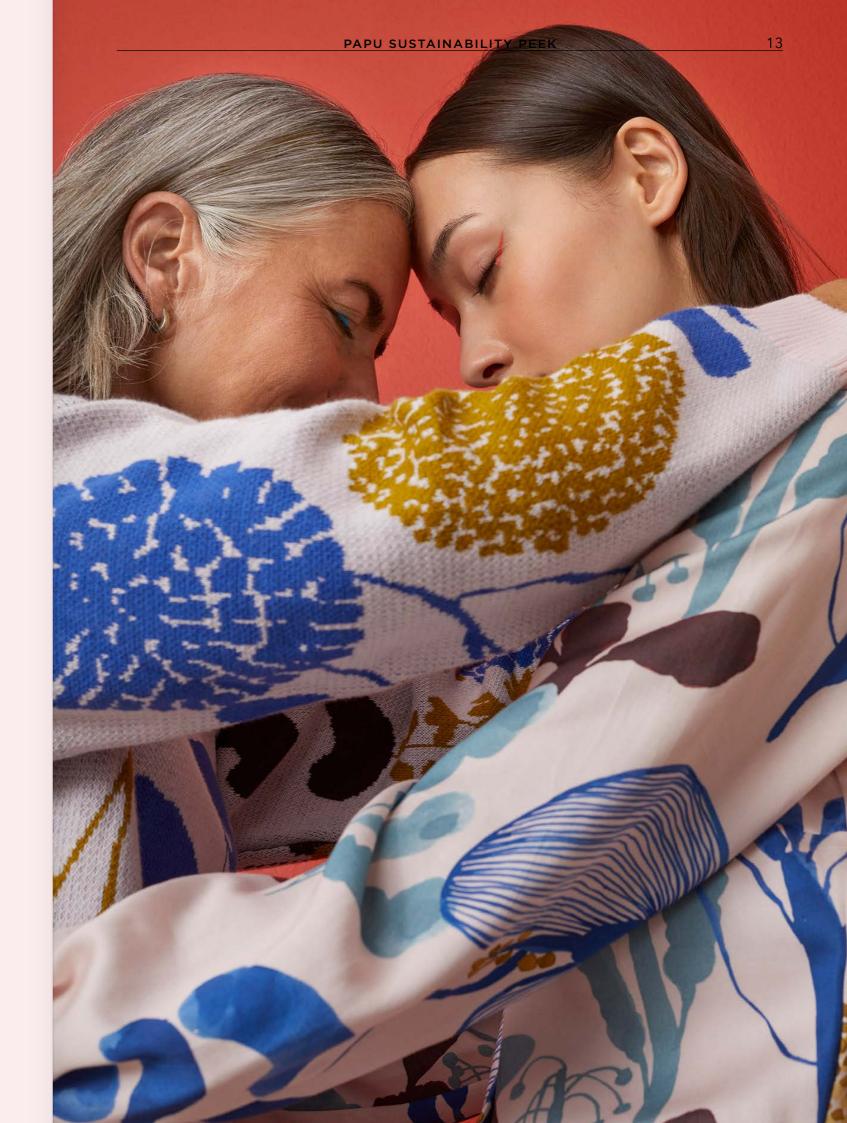
We are using mainly organic cotton but also other sustainable materials such as wool, linen, lyocell and recycled materials. We are constantly sourcing new, innovative and sustainable fabrics. Through the careful material selections and sourcing, we aim to achieve functional and quality products with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

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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 absorbe 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 it's lifetime.

# HERE ARE THE PERCENTAGES OF DIFFERENT FIBERS USED, CALCULATED FROM OUR TOTAL PRODUCTION WEIGHT VOLUME OVER THE YEAR 2022

57,6% Organic cotton
15,5% Lyocell
8,7% Ecovero viscose
4,8% Merino wool
4,5% Wool
3% Elastane
2,2% Cotton
2% Linen
1,3% Sulapac material
0,7% Modal
0,6% Recycled polyamid
0,6% Polyamid
0,5% Cashmere wool
0,3% Polyester
0,04% Silver



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## **MATERIALS**

### **STANDARDS**

We require the OEKO-TEX® 100 Class 1 standard for our products always when possible. 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.<sup>1</sup>

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 REACH<sup>2</sup> as well as of the ECHA SVHC Candidate List insofar as they are assessed by expert groups of the OEKO-TEX<sup>®</sup> 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)
SERTIFICATION.





## **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 2022).

Over 50% of our suppliers are the <u>Global Organic Textile Standard</u>
(GOTS) sertified 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.<sup>1</sup>

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 2022 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 Rebublic (<u>Amfori BSCI 2021</u>), but Turkey is classified as a risk country. We have established our suppliers commitment to living wages since the year 2022.

You can take a look into Papu's official Code of Conduct behind this link.

<sup>1</sup> GLOBAL ORGANIC TEXTILE STANDARD

## THE LIST OF OUR FABRIC SUPPLIERS

(GOTS sertified suppliers marked)

PORTUGAL: ALEC (GOTS)

Rua da Industria, 324

4755-522 Barcelos

PORTUGAL: A. SAMPAIO & FILHOS (GOTS)

G Rua S. Bento da Batalha, 76,
Santo Tirso

PORTUGAL: ADALBERTO PINTO DA SILVA, S A (GOTS)

G R. Adalberto Pinto Da Silva, 28

4795-177 Rebordões

TURKEY: BEZTAS (GOTS)

G Demirtas O.S.B. Zambak Sok. No: 5-7
16245 Osmangazi/Bursat

ITALY: M.T.T. SPA MANIFATTURA TESSILE TOSC Via Paisiello, 13/15, 50041 Calenzano

ITALY: DUCA VISCONTI DI MODRONE S.P.A.
Via Duca Visconti di Modrone 1,
20069 Vaprio d'Adda Milano

### 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

ITALY: LANIFICIO DELL'OLIVO S.P.A. (GOTS)

G Via Fratelli Cervi, 84, 50013 Campi Bisenzio



### LABELS AND TAGS

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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, PECF 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-sertified 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 have 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. 2022 our packaging materials devided by weight as following: 6,7% recycled plastic (0,46t), 4,9% virgin plastic (0,34t), 7,4% recycled cardboard (0,5t) and 55% paper or cardboard (3,75t).

In the year 2019 we required our suppliers to use recycled plastic for packaging. Today about 55% of our suppliers delivers our products in recycled plastic bags and thaks to that we have reduced usage of virgin plastic in three 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**

We closed our office in early 2020 due to the global COVID-19 pandemic and at the same time our team started to work remotely. In 2021 and half of the year 2022 we had a warehouse in Teollisuusasema, which is located in the city of Nokia. The warehouse space was 180 m2 and electricity was 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 June 2022 we moved to a new 87 m2 office and showroom space which is located in Yrjönkatu, Helsinki. We are so happy that the lock down is over and we have a possibility to work together again! 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. Both our store's and showroom'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 electicity is nuclear and renewable energy sources. The propotions of these may vary.

#### CARBON FOOTPRINT

We are committed to be carbon neutral by the year 2035 and we calculate annually carbon emissions of our own operations (Scope 1 and Scope 2) and beyond our own operations (Scope 3) according to Greenhouse gas Protocol. On the next page you can find the emission calculations for the years 2021 and 2022. The emissions of our own operations increased 39% from 0,77 tkg CO2e (2021) to 1,07 tkg CO2e (2022) and the emissions beyond our own operations (Scope 3) decreased 9% from 410,53 tkg CO2e (2021) to 373,85 tkg CO2e (2022). Total amount of emissions decreased also 9% compared to previous year.

### 2021

Total amount of emissions tkg CO2e, own operations Scope1 and Scope2 was 0,77 tkg CO2e

Consisting:

Store, office, warehouse and pop up shops: 0,77 tkg CO2e

Total amount of emissions tkg CO2e, beyond own operations Scope 3 was 410,53 tkg CO2e

Consisting:

Products and fabrics: 304,28 tkg CO2e
Transportation to Finland: 99,87 tkg CO2e
Car, taxi, tarin: 0,22 tkg CO2e
Waste: 6,16 tkg CO2e

### 2022

Total amount of emissions tkg CO2e, own operations Scope1 and Scope2 was 1,07 tkg CO2e

Consisting:

Store, office, warehouse and pop up shops: 1,07 tkg CO2e

Total amount of emissions tkg CO2e, beyond own operations Scope 3 was 373,85 tkg CO2e

Consisting:

Products and fabrics: 320,52 tkg CO2e
Transportation to Finland: 46,26 tkg CO2e
Car, taxi, tarin: 0,24 tkg CO2e
Waste: 6,83 tkg CO2e

We have set a target to be fully climate neutral by the year 2035. 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 reneweable recources 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 team 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 allogation Products for marginal niche	High quality materials Adjustable sizes Eco-efficient design process Timeless design Meaningful products - stories Functionality	Innovative product solutions Long lasting decisions Top-notch details Improvements to functionality
RAW MATERIALS	Illegal chemicals Supply from sweatshops Cheap synthetic fibres Genetically modified plant fibres Unethical products of animal origin	Mainly natural fibres Organic cotton (GOTS) Recycled raw materials Resource effiency Search for new innovative materials Material testing	Sourcing new and innovative (yet environmental) raw materials Supply chain transparency Sustainable material education
PRODUCTION	Unknown production conditions Unefficient 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 parnerships to familiar suppliers Supply chain transparency Minimize the use of water and energy, green energy Certified products
LOGISTICS	Unnecessary shipment Air transport in large quantities Unnecessary plastic packaging	Logistic partners committed to sustainable values Well planned logistics Prefering 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 Papu repair services	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 Papu PRE-LOVED service	Use of materials that can be recycled or reused 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 nonrenew- able resources  Using materials with high emissions	Calculating carbon emissions annually  Plan for reducing emissions  Virtual meetings, reduced travelling	Target to be fully climate neutral by the year 2035 Acquiring emission allowances from the EU Emission Trading System

