



SUSTAINABILITY REPORT

2017-2019



SUSTAINABLE EDUCATION



1.606
students in
spring 2019



4,5
student satisfaction
on a scale of 1-5



766
graduates in 2018



90 %
of the students
recommend
Perho



4,6
student
equality on
a scale of 1-5

Our mission is to educate
qualified and multi-skilled
service professionals, who
also promote sustainable
development.



We promote recycling and
minimize our food waste.
Our waste recovery rate
is almost 100 %.

We protect biodiversity by
engaging in Urban Co-
operative Farm concept and
educating professionals for
sustainable gastronomy.



SUSTAINABLE ENVIRONMENT



We minimize our carbon footprint



=



*The carbon footprint of our campuses is approximately
1000 tCO₂ in a year (based on the energy consumption).
The same amount of emissions is generated by rail
traffic in Helsinki Metropolitan area during 19 days.*



We maximize our carbon handprint

*We educate qualified and multi-skilled service professionals,
who also promote sustainable development in their work.
Our carbon handprint reflects the climate benefits of our
education.*



EMPLOYEE WELL-BEING



152
employees in
spring 2019



2,4
days of training
per employee

We take care of our
employees. Equality, well-
being and employee
training are our priorities.



BALANCED ECONOMY

We support local suppliers and use our own production in Perho Restaurant:

We follow ethics and
responsibility also in our
economic activities.
Sustainable supply chain is
important for us.



58 %
of purchases
comes from local
suppliers



2 %
of raw materials
comes from our
own production



3,6
employee
satisfaction
on a scale of 1-5



48 %
share of employees
without absences due
to sickness during the
reporting period



4,52
relevance of
work on a
scale of 1-5



60 %
share of operating
costs goes into
employees' salaries



85 %
of our turnover comes
from the central
governmental funding



2,3 M€
income from
commercial
services

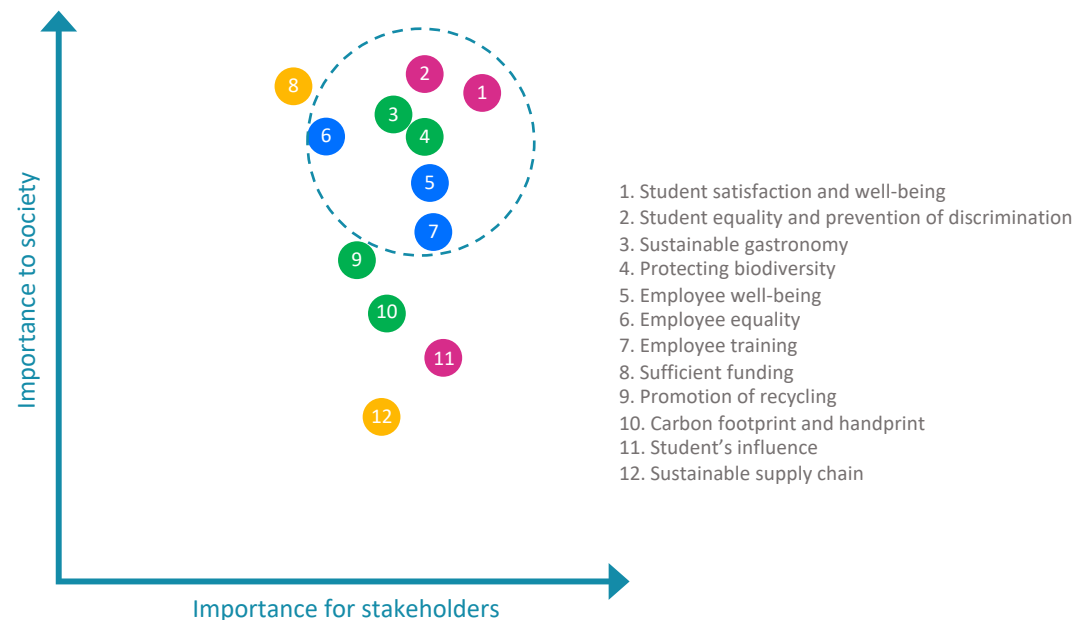
SUSTAINABILITY REPORT

Become what you want to be.



Perho Culinary, Tourism and Business College is the best vocational college offering excellent opportunities to become employed. Sustainable development practices are embedded in our daily activities. That means that everyone can have an impact on their own environment and the world as a whole through their own actions and choices. We received the Educational Sustainability Certificate in December 2018. This ensures that our operations are in line with the OKKA Foundation's sustainability certification criteria. We have also made Society's Commitment 2050 to Sustainable Development. [#forest](#) [#field](#) [#water](#)

Our Sustainable Development Program supports the staff and students in sustainable lifestyles. There are different sustainable development themes for every study year, which guide our students to take responsibility for the environment and to understand the diversity of nature and cultures. Sustainability should be always the focus in all activities of our college. Based on these multiple sustainable development themes, we have defined our four main sustainability themes – sustainable education, sustainable environment, employee well-being and balanced economy. Our sustainability work around these themes will be reviewed annually.



SUSTAINABLE EDUCATION

We educate multi-skilled professionals, who also promote sustainable development.



SUSTAINABLE ENVIRONMENT

We protect biodiversity, minimize our carbon footprint and maximize our carbon handprint.



EMPLOYEE WELL-BEING

We offer our employees an inspirational working community.



BALANCED ECONOMY

We ensure the sufficiency of our funding base and support local suppliers.

SUSTAINABLE EDUCATION



Perho Culinary, Tourism and Business College with its 1500 students is about substance with attitude and sense of community. Combinable study programs and the possibility to include sports in the qualifications are just some of Perho's ways to make you stand out from the crowd. We take care of student satisfaction and well-being as well as student equality and prevention of discrimination. Our goal is to provide students also possibility to influence the school activities.



1.606

students in
spring 2019



766

graduates
in 2018



90 %

of the students
recommend Perho



Our mission is to educate qualified and multi-skilled service professionals in a borderless and digitalized learning environment, which also promotes sustainable development, internationality, wellness, and entrepreneurship.



Perho CTBC has the status of a national sports college. We are an active member of URHEA, the Sports Academy of Helsinki area, which is an approved organization of the Finnish Olympic Committee.



Our students enjoy being part of Perho community and are satisfied with the teaching. We measure the student satisfaction yearly and based on the surveys, our student satisfaction is 4,5 on a scale of 1-5. Approximately 90 % of the students recommend Perho further as a school.



Students are satisfied with the teaching.



Special attention must be paid on well-being.



Our students experience to be treated equal. Based on surveys, student equality was estimated 4,6 on a scale of 1-5.



We offer our students possibilities to influence the in-school activities. We listen to our students through student feedback and student union. Students have also representation in different working groups and projects.

SUSTAINABLE ENVIRONMENT



We educate qualified and multi-skilled service professionals, who also promote sustainable development in their work. Our carbon handprint reflects the climate benefits of the education. Our target is to calculate the carbon handprint in the future.



We protect biodiversity by engaging The Urban Co-operative Farm concept originated with the idea that participants each get an area of a farm the size of a normal allotment, with a professional grower looking after it. We started a partnership of agricultural co-operation with the co-operative farm of Herttoniemi in spring 2013.

We also have our own field – Green City Farm – located at the edge of the Malmi campus. Students in the restaurant, tourism and business sector have the opportunity to experience where the food comes from, according to ecological and sustainable gastronomic philosophy, from field to kitchen and customer's plate. The farm is also so-called "phenomenon-based learning environment" in which entrepreneurship, marketing and product development can be linked to vocational training.



Sustainable gastronomy in simplified terms means sustainably grown, produced and prepared food. When selecting ingredients or the ways of preparing food, the ecological, economical, social, and cultural sustainability as well as the overall well-being of our planet is considered comprehensively. We have committed to educate sustainable professionals also in the field of sustainable gastronomy.



We promote recycling and minimize our food waste. During the semester, we produced approximately 200 tons of waste. Our recovery rate is almost 100 %. Around 69 % of the total amount of waste was biowaste. This is why we aim to reduce our food waste coming years.



Most of our carbon emissions are caused by eating and transport. We try to minimize our carbon footprint by encouraging our employees to travel more sustainably. The carbon footprint of our campuses is approximately 1000 tCO₂ in a year (based on energy consumption). The same amount of emissions is generated by railway traffic in Helsinki Metropolitan area during 19 days.

EMPLOYEE WELL-BEING



We take care of our employees. Equality, well-being and employee training are our priorities. Our employees consider their work meaningful.

152

employees in
spring 2019

68 %

of the employees
are women

48 years

average age in
spring 2019



We strive to promote employee equality in many ways. Based on the survey, 45 % of our employees consider that they are treated equally. Improving our employee equality will be one of our main targets in the coming years.



Employees are our most important resource. This is why we support the well-being of our employees in many ways. Based on the survey, the employee satisfaction was rated 3,6 on a scale of 1-5.



Employees are pleased with the feeling of community and the meaningfulness of their work.



More attention must be paid for the organizational structure and regeneration.



Based on the survey, approximately 75 % of the employees consider their workplace safe and harmless. During the year 2018, there were 8,2 days of absences due to sickness per employee. We invest around 920 euros per employee in occupational health every year.

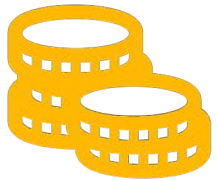


We encourage our employees to develop themselves professionally. Most of our employees feel that they are being encouraged to develop their skills. Even 78 % of employees are continuously looking for new practices to carry out their tasks. During the year 2018 there were approximately 2,4 days of training per employee.

BALANCED ECONOMY

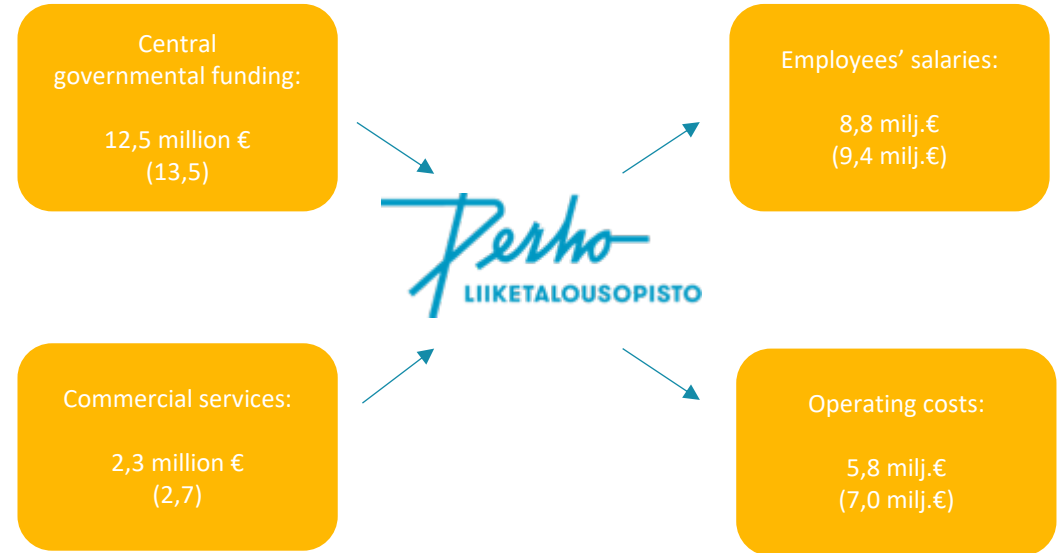


We comply with law on everything we do and are committed to fair competition. We do not offer or accept any bribes to acquire or maintain business. We also follow the number of corruption cases every year. During 2018 we did not become aware of any corruption cases or doubts on it.



One of the most important factors in our operations is balanced economy and sufficient funding. This is why we follow responsibility also in our economic activities.

85 % of our turnover comes from the central governmental funding



We support local suppliers and use our own production in Perho Restaurant:



58 %

Of purchases comes from local suppliers

2 %

Of raw materials comes from our own production

SUSTAINABILITY GOALS

SUSTAINABILITY THEMES	LONG TERM GOLS	GOALS FOR THE SEMESTER 2019-2020
Student satisfaction and well-being	<ul style="list-style-type: none"> We promote student satisfaction and well-being. 	<ul style="list-style-type: none"> Student satisfaction will be rated at least 4,5 on a scale of 1-5.
Student equality and prevention of discrimination	<ul style="list-style-type: none"> We promote student equality and prevention of discrimination. 	<ul style="list-style-type: none"> Student equality and parity will be rated 4,6 on a scale of 1-5.
Student's influence	<ul style="list-style-type: none"> We promote and increase student's possibility to influence. 	<ul style="list-style-type: none"> We will follow student's satisfaction on their possibility to influence.
Protecting biodiversity	<ul style="list-style-type: none"> We continue to cultivate our own field and care for bees. 	<ul style="list-style-type: none"> We start to measure the amount of visitors in Perho Green City Farm for estimating the impact of our work.
Sustainable gastronomy	<ul style="list-style-type: none"> We carry out education in sustainable gastronomy, responsible tourism and business. We organize events related to these topics. 	<ul style="list-style-type: none"> We participate in projects related to climate-friendly dining, sustainable tourism and business.
Promotion of recycling	<ul style="list-style-type: none"> We measure the amount of food loss in our operations and report it annually. 	<ul style="list-style-type: none"> The amount of food loss will decrease in significant amounts annually.
Carbon footprint and handprint	<ul style="list-style-type: none"> We calculate the emissions from transportation as a part of our carbon footprint. 	<ul style="list-style-type: none"> We evaluate ways to measure our carbon handprint.
Employee equality	<ul style="list-style-type: none"> We monitor the gender, age and training distribution annually. 	<ul style="list-style-type: none"> We improve the employee equality values.
Employee well-being	<ul style="list-style-type: none"> We work to improve the well-being and the work satisfaction of our employees. 	<ul style="list-style-type: none"> Employee satisfaction will be rated 3,75 on a scale of 1-5.
Employee training	<ul style="list-style-type: none"> We create a bank for training to ensure equal career development. 	<ul style="list-style-type: none"> We double the training days per employee. The information and knowledge related to the training will be shared amongst employees.
Sufficient funding	<ul style="list-style-type: none"> We monitor financial cash flows annually and take care of the adequacy of the funding base by managing costs. 	<ul style="list-style-type: none"> We succeed in the performance rates and impact indicators of a refinancing finance system.
Sustainable supply chain	<ul style="list-style-type: none"> We increase the number of purchases from local suppliers in restaurant operations. We pay attention to sustainable purchasing. 	<ul style="list-style-type: none"> We align our purchasing system coordinated by our CFO.



Perho
CULINARY, TOURISM
& BUSINESS College

Perho Liiketalousopisto Oy
Perhonkatu 11, 00100 Helsinki
+358 (0)9 350 9210
www.perho.fi