



**Sustainability Report
2019-2021**



SUSTAINABLE EDUCATION



We launched a sustainable development learning path, in which sustainable development is integrated to learning objectives in 2020.



Perho Culinary, Tourism and Business College provides communal and diversified learning environments, such as Green City Farm.



Active networking and multisectoral co-operations are the key to our success. During academic years 2019-2021, several members were successful in professional contests.



We have been awarded with sustainable development certificate by the OKKA Foundation, and an honourable mention was given in the quality contest for the vocational education, organized by the Ministry of Education and Culture.



ENVIRONMENTAL RESPECT

100 % of our energy consumption comes from renewable sources

500 tCO₂ emissions calculated based on campus' energy consumption



We want to bring sustainable gastronomy as an integrated part of our food culture



Green City Farm provides a concrete example of the food production cycle to our students



The students are advised to take responsibility of the environment and to appreciate natural and cultural diversity. Through our students we can promote sustainable and climate-friendly operation modes in varying sectors and companies.

SUMMARY



MEMBER WELL-BEING

603 graduates in 2020

15,6 hours of training per employee

4,2 student satisfaction on a scale of 1-5

3,9 employee satisfaction on a scale of 1-5

7,7 days of absences due to sickness per employee

Flow of information and support and guidance for learning were highlighted during the Covid-19 pandemic.

Yearly 15-25 youth are employed for summer jobs.



We take part in Active education (Liikkuva opiskelu) program, which spurs members to increase their daily exercise, hence improving their ability to work and study.



BALANCED ECONOMY

87,5 % of the financing base from central governmental funding

12,5 % of the financing base from trading operations

3 % restaurant sector's raw materials comes from our own production

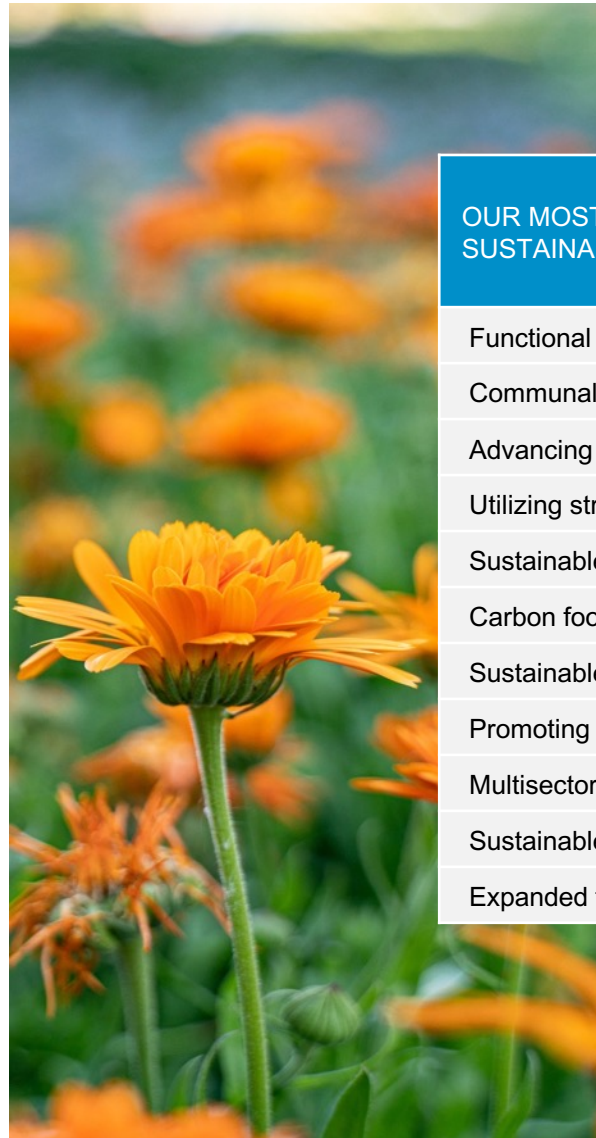


We use our financial earnings in full to education implementation and development.

Sustainability Report

This is a Sustainability Report for Perho Culinary, Tourism and Business College in years 2019-2021. Composing a sustainability report provides us a clear and wide-ranging framework to further develop our operations towards sustainability. It also serves us in our internal communication, visualizing our operation and sustainability goals.

Our sustainability work is based on four themes and 11 central aspects. We have identified these themes and aspects based on our economic, social and environmental influence, and on the basis of our stakeholders' expectations. We have outlined sustainability goals for each sustainability theme, which enable further development of our activities.



OUR MOST IMPORTANT SUSTAINABILITY ASPECTS	Importance for stakeholders	Impact on the environment	Added value for the society
Functional and safe learning solutions	Important aspect	Important aspect	Important aspect
Communality and equality	Very important aspect	Important aspect	Important aspect
Advancing well-being	Very important aspect	Important aspect	Very important aspect
Utilizing strengts and diversity	Important aspect	Important aspect	Important aspect
Sustainable development integrated in education	Important aspect	Very important aspect	Important aspect
Carbon footprint and environmental handprint	Important aspect	Very important aspect	Important aspect
Sustainable gastronomy	Important aspect	Very important aspect	Important aspect
Promoting circular economy	Important aspect	Very important aspect	Important aspect
Multisectoral collaboration	Important aspect	Important aspect	Very important aspect
Sustainable procurement policies	Important aspect	Important aspect	Very important aspect
Expanded financing base	Important aspect	Important aspect	Very important aspect

Important aspect
 Very important aspect

Sustainable Education



We have been awarded with sustainable development certificate by the OKKA Foundation



We have been awarded with national sport-college status



We received a honorable mention in the quality contest for the vocational education, organized by the Ministry of Education and Culture.



In 2020 we launched a sustainable development learning path, in which sustainable development is integrated to learning objectives by the themes such as nutrition and health, multiculturalism and internationality, sustainable procurements and sustainable consumption.



Internationalization is supported by many varying activities, such as international projects, contests and study trips. We received an Erasmus+ accreditation in March 2021, which will promote international mobility in the program period 2021-2027.



We provide education paths that enable the combination of goal-orientated sports and studying. We were involved in the execution of new Urhea-campus in Mäkelänrinne, which provides our students with practicing circumstances that fulfill international standards.



We ensure our success by active networking co-operations with multisectoral companies. Our students are well-prepared for future challenges and have been successful in professional contests during academic years 2019-2021.



Functional and safe learning environments support communal and independent study possibilities. Learning solutions are constantly developed according to changing demands and new technology, such as virtual learning environments, are utilized.

Member Well-being



MEMBER WELL-BEING



153 employees in 2020, of which 67% are female.



1600 students and 603 graduates in 2020



Active education (Liikkuva opiskelu) program which spurs members to increase their daily exercise and improves their ability to work and study



We strive to promote member equality in many ways, and our work for equality and parity has been successful. Equal treatment among students was rated as 4.5 on a scale of 1-5. Among employees, 72% consider that they are treated equally.



We support the well-being of our employees and students in many ways and give them a possibility to influence and participate in operation development and decision making. On a scale of 1-5, the employee satisfaction was rated 3.9 and student satisfaction at 4.2.



Our students enjoy being part of Perho community and value the teaching. On a scale of 1-5, education was rated at 4.4 and the same portion would recommend Perho further as a school.



74 % of the employees consider their workplace safe and harmless. During the year 2020, there were 7,7 days of absences due to sickness per employee. We invest around 925 euros per employee in occupational health every year. 94% of our employees have a non-fixed-term contract, and 15-25 youths are annually employed for summer jobs.



Most of our employees feels that they are being encouraged to develop their skills. Even 81 % of employees are continuously looking for new practices to carry out their tasks, and 67% feel that they are encouraged in their professional development. During the year 2020 there were approximately 15.6 hours of training per employee.

Environmental Respect



ENVIRONMENTAL RESPECT



100% of our energy consumption comes from renewable sources



Our waste recovery rate is nearly 100%.



We promote circular economy in our education, of which Green City Farm provides a concrete example. It demonstrates the food production cycle from field to plate and back to the field as composed soil amendment.



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



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 has decreased 30% from the year 2018 to approximately 500 tCO₂ in a year (based on energy consumption). The same amount of emissions is generated by railway traffic in Helsinki Metropolitan area during 10 days.



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 the year 2020, Malmi and Töölö campuses produced approximately 128 tons of waste. Around 67 % of the total amount of waste was biowaste, thus we aim to reduce our food waste coming years.

Balanced Economy



88 % of the financing base from central governmental funding



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.



0 lay-offs due to Covid-19 situation

Perho CTBC's economic cash flows



Our income from commercial services decreased 17% from 2019 to 2020. As this income mainly comes from restaurant operations and Perho PRO, (66% and 29% respectively) it has been strongly impacted by the Covid-19 pandemic.



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 our operation period (starting from 2017) we have not been aware of any corruption cases or doubts on it.



58% restaurant sector's raw materials comes from local suppliers and 3% from own supply. In restaurant Perho the amounts are very similar, 57% and 1% respectively.

Sustainability Goals



SUSTAINABLE EDUCATION

- We secure students' employment and career development
- We develop professional identity and expand expertise in different sectors
- We promote co-operatives with business and stakeholders
- We secure the most practical and safe learning solutions



MEMBER WELL-BEING

- We secure that the culture of caring is present in our organization
- Student satisfaction 4.5 on a scale of 1-5 and equality and parity rated at 4.6 on a scale of 1-5
- We monitor student satisfactory to their influence possibilities
- We secure that our employees appreciate their work and find working meaningful
- Employee satisfaction will be rated at 3,75 on a scale of 1-5. We improve the employees equality values in employee satisfaction survey.
- We utilize strengths and diversities
- Training days are increased to five days per employee per year. The information and knowledge related to training will be actively shared amongst employees.



ENVIRONMENTAL RESPECT

- We ensure that our employees and students are qualified to advance the sustainable future
- We launch a sustainable development learning path: we increase sustainable professionalism for the future and eco-social civilization
- We promote circular economy and the amount of food loss will decrease in significant amounts annually
- We start to measure the amount of student visitors in our field and bee farms to estimate the impact of our work
- We participate in projects related to climate-friendly dining, sustainable tourism and business



BALANCED ECONOMY

- We ensure 70% funding base and design and use our resources effectively
- We are expanding our financing base: project financing, profitability of our commercial services
- We succeed in the performance rates and impact indicators of a renewing, performance-based funding system
- We align our purchasing system coordinated by our CFO
- We increase the number of purchases from local suppliers

Perho

CULINARY, TOURISM
& BUSINESS College



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