

PORKKA

Sustainability report

Festivo-Porkka Group 2026





Sustainability report

This is Festivo-Porkka Group's second sustainability report, and it reflects our commitment to long-term, systematic sustainability efforts. For us, sustainability is not a separate entity, but an integral part of our daily operations, decision-making, and future direction.

Our goal is to continuously improve our operations by investing in energy-efficient and environmentally sustainable solutions. We strive to reduce the environmental impact of our operations and promote energy efficiency in all our activities. At the same time, we are developing products and solutions that support our customers in achieving their own climate and sustainability goals.

In our product development, we place a strong emphasis on climate-friendly solutions. We are developing energy-efficient and durable products that support both our own goals and our customers' growing expectations for environmental responsibility. We believe that innovative and sustainable products are a key factor in future competitiveness.

This report has been prepared in accordance with the VSME standard, and it offers a transparent overview of our sustainability efforts, achievements, and future direction. We want to openly communicate our progress while also identifying the areas where we can further improve.

We would like to extend our sincere thanks to all our employees, customers, and partners. Through collaboration, we are able to develop our operations and achieve goals that have a positive impact on the environment and society.

We will continue our determined work to promote sustainable development and develop responsible solutions—together with our stakeholders.



B1. Basis for preparation

24a	Scope of the report	This report has been prepared according to the Basic and Comprehensive modules of the VSME standard.
24b	Omitted information due to classified or sensitive information	-
24c	Individual or consolidated report	This report includes Festivo-Porkka Group and all its subsidiaries, listed below.
24d	Names and registered addresses of the reported companies.	Festivo Finland Oy, Ravitie 3, 15860 Hollola Porkka Finland Oy, Ravitie 3, 15860 Hollola Suomen Kotikylmiö Oy, Ravitie 3, 15860 Hollola Porkka UK Ltd: Unit 1 Mare Lane Business Park, Howe Lane Binfield, RG42 5QA, United Kingdom Colia Scandinavia AB: Industrigatan 21, SE-619 33 Trosa, Sverige Colia AS: Ringeriksveien 16, NO-3414 Lierstranda, Norge
24e	Legal form	Limited company
24e	NACE-sector	NACE 28290 Manufacturing of other general-purpose machinery
24e	Balance sheet (€)	21,1M€ (22,3M€)
24e	Turnover (€)	39,9M€ (39,7Me)
24e	Number of employees	206 (220)
24e	Country of primary operations and location of significant assets	Finland
24e	Geolocation of sites owned, leased or managed	Huurretie 13, 3470 Ylöjärvi, 61° 33' 37.426"N, 23° 32' 7.120"E Salorantie 1, 98310 Kemijärvi, 66° 44' 17.148"N, 27° 21' 35.011"E Ravitie 3, 15860 Hollola, 60° 59' 40.418"N, 25° 32' 19.094"E Porkka UK Ltd: Unit 1 Mare Lane Business Park, Howe Lane Binfield, RG42 5QA, United Kingdom 51° 27' 46.943"N, -0° 46' 25.917"E Colia Scandinavia AB: Industrigatan 21, SE-619 33 Trosa, Sverige, 58° 54' 32.123"N, 17° 33' 3.532"E Colia AS: Ringeriksveien 16, NO-3414 Lierstranda, Norge, 59° 45' 23.631"N, 10° 15' 41.392"E
25	Sustainability-related certifications	ISO 9001:2015 LRQA 18.12.2024 ISO14001:2015 LRQA 18.12.2024 EcoVadis Bronze medal 24.3.2025

Where comparable, the figures for 2024 are presented in parentheses in the report.

B2. Practices, policies and future initiatives for transitioning towards a more sustainable economy

26	a) Practices b) Policies c) Future initiatives d) Targets	Do you have existing sustainability practices/policies/future initiatives that address any of the following sustainability issues?	Are they publicly available?	Do the policies have any targets?
27		Climate change	Yes	Yes
		Pollution	Yes	No
		Water and marine resources	Yes	No
		Biodiversity and ecosystems	No	No
		Circular economy	Yes	Yes
		Own workforce	Yes	Yes
		Workers in the value chain	Yes	No
		Affected communities	No	No
		Consumers and end-users	Yes	Yes
		Business conduct	Yes	Yes

B3. Energy and greenhouse gas emissions

29	Energy consumption	Energy consumption	Renewable	Non-renewable	Total (MWh) 2025	Total (MWh) 2024
		Electricity	Unkown	Unkown	3047	3364
		Heating	Unkown	Unkown	2701	2496
		Fuels	-	79	79	204
		Total	-	-	5827	6064
30 a & b	Greenhouse gas (GHG) emissions	Greenhouse gas (GHG) emissions		Market-based (tCO ₂ e)		Location-based (tCO ₂ e)
		Scope 1		21		-
		Scope 2		378		559
		Total		399		-
31	GHG-intensity	10,0 tCO ₂ e/M€				

B4. Pollution of air, water and soil

32	If the undertaking is already required by law or other national regulations to report its emissions, or if it voluntarily reports according to an Environmental Management System	Production process does not cause pollution of air, water or soil.
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B5. Biodiversity

33	Number and area of sites that it owns, has leased, or manages in or near a biodiversity sensitive area.	Production plants in Ylöjärvi ja Hollola are located in an important groundwater area. Total owned area 12ha.
34a	Total use of land (in hectares)	Total use of land in all locations 13,5ha.
34b	Total sealed area	Areas are almost completely sealed.
34c	Total nature-oriented area on-site	-
34d	Total nature-oriented area off-site	-

B6. Water

35	Total water withdrawal and water withdrawn at sites located in areas of high water-stress	Water is used only for sanitation purposes at the factories and for a personnel restaurant in Ylöjärvi. Total water consumption has not been measured in 2025. No water withdrawn in areas of high water-stress.
36	Water consumption from production processes.	Water is not used in the production process.

B7. Resource use, circular economy and waste management

37	Circular economy principles	We collect separately and recycle generated waste as far as possible. We use recycled packaging materials. We buy office furniture recycled. We design our products to be long-lasting and easy to maintain and repair.
38a	Total annual generation of waste	Non-hazardous waste 316 tons (290 tons) Hazardous waste 3 tons (5 tons)
38b	Total annual waste diverted to recycling or reuse	219 tons, approximately 69% of the total reused as material, the rest used as energy. (193 tons, 67%)
38c	Significant material flows	Steel in sheets and rolls: 1094 tons (920 tons) Chemicals used in polyurethane production: 35 tons (39 tons)

Subject	Disclosure	Metric
B8. Workforce – General characteristics		
	39a Type of employment contract (temporary or permanent)	Permanent: 206, Temporary: 0
	39b Gender	Men: 172, Women: 34, Other: 0, Total: 206
	39c Country of the employment contract	Finland: 189, Sweden: 8, Norway: 6, Great Britain: 3
	40 Employee turnover rate	1,50 %
B9. Workforce – Health and safety		
	41a Number and rate of recordable work-related accidents	LTI 5,9
	41b Number of fatalities as a result of work-related injuries and work-related ill health	0
B10. Workforce – Remuneration, collective bargaining and training		
	42a Do the employees receive pay that is equal or above applicable minimum wage for the country it reports in?	Yes. We follow the collective agreement negotiated by The Technology Industries of Finland.
	42b The percentage gap in pay between female and male employees	The remuneration of production workers is based on the definition of the demands of the work. For salaried employees, the salary is based on the job description. Gender does not affect the salary.
	42c The percentage of employees covered by collective bargaining agreements	100 %
	42d The average number of annual training hours per employee, broken down by gender	Total training hours have not been recorded.
B11. Convictions and fines for corruption and bribery		
	43 The number of convictions, and the total amount of fines incurred for the violation of anti-corruption and anti-bribery laws.	0
C1. Strategy: Business Model and Sustainability – Related Initiatives		
	47a A description of significant groups of products and/or services offered	Porkka Finland is an internationally renowned Finnish designer and manufacturer of professional refrigeration equipment. Our product range includes high-quality professional refrigeration equipment made in Finland for the hotel and restaurant industry, healthcare and research, as well as tailored cold and clean room solutions for various industrial sectors.
	47b A description of significant market(s) the undertaking operates in (such as B2B, wholesale, retail, countries);	We operate mainly in the B2B market, the main market area is Northern Europe. Our main areas of activity are hotels and restaurants, medical and research, and the food and marine industries.
	47c A description of main business relationships	Our most important stakeholders are customers, personnel, owners, raw material and service suppliers, and retailers. We work closely with certification and public authorities. Our retailer network covers Finland and Northern Europe.
	47d A description of strategic key elements related to sustainability.	We are constantly working to reduce the environmental impact of our products. This is achieved by improving the quality and energy efficiency of our products, as well as by designing them to be as long-lasting, modular, easy to maintain, reusable and recyclable as possible.

C2. Description of practices, policies and future initiatives for transitioning towards a more sustainable economy

		If you answered YES to existing practices/policies/future initiatives in disclosure B2, please briefly describe them along with their consequent actions.	If you answered YES to future initiatives/targets in disclosure B2, please specify them.	
48	Description of practices, policies and future initiatives	Climate change	In accordance with our environmental and responsibility policy, we continuously strive to reduce the negative impacts of our operations on the climate and the environment.	In accordance with our carbon roadmap, our goal is to achieve zero greenhouse gas emissions from our own factories by 2030. (Scope 1 and 2). We reduce the climate impact of our products by phasing out the use of R452 refrigerant during 2026 and using only natural, low-emission refrigerants.
		Pollution	Our operations do not generate direct emissions to air, water or soil.	The only emissions to air, water or soil from our operations are exhaust emissions from forklifts. The Ylöjärvi plant is located in an important groundwater area, and we have prepared for chemical leaks or fires with the help of a fire collection system to collect extinguishing water and other harmful chemical emissions so that harmful substances cannot reach the groundwater.
		Circular economy	In line with our environmental policy, we are committed to promoting the circular economy and the sustainable use of resources.	We are exploring the possibilities of utilising recycled raw materials and looking for new recycling opportunities for waste generated in production and products at the end of their life cycle. We use, for example, surplus steel from the Ylöjärvi plant to manufacture components used in Kemijävi. With the help of the renovation program for old cold rooms, the service life of the cold room can be extended by up to twofold by replacing the refrigeration unit, without the need to manufacture new panels.
		Own workforce	Our employees are our most important resource. We place a strong emphasis on occupational health and well-being as well as employee training.	We provide our employees with comprehensive occupational health services and well-being benefits. Our operations adhere to practices in accordance with the ISO 45001 standard, and our goal is zero occupational accidents. Our objective for 2026 is employee development, with a focus on professional competence and occupational well-being and safety.
		Workers in the value chain	We do not tolerate human rights violations in our supply chain.	We act in accordance with the laws and regulations that apply to us and maintain good governance. We are committed to complying with the principles of the UN Global Compact in all our operations. We require our suppliers to commit to the Conflict Minerals Principles. Our aim is to incorporate sustainability goals into supplier agreements.
		Consumers and end-users	Our products are safe and energy-efficient.	Our products meet the requirements for CE marking and do not contain any hazardous substances. We continuously develop our products to improve their energy efficiency and to make them easier to maintain and repair. During 2026, we will transition to using natural refrigerants in all our products.
		Business conduct	We act in accordance with the laws and regulations that apply to us and maintain good governance.	We are committed to complying with the principles of the UN Global Compact in all our operations.
		49	The highest senior level in the undertaking accountable for implementing practices/ policies/ future initiatives	Management team and board.
50	Scope 3 -Greenhouse gas emissions	Scope 3 emissions 9141 tCO ₂ e (10109 tCO ₂ e)*		

Subject	Disclosure	Metric	PORKKA
C3. GHG reduction targets and climate transition			
	54a	GHG emission reduction targets	Our aim is to achieve carbon neutrality for Scope 1 and 2 at our factories in Finland (Ylöjärvi, Kemijärvi and Hollola) by 2030.
	54b	The base year and base year value	Base year 2024, total Scope 1 and 2 emissions 705 tCO ₂ e
	54c	The units used for targets	tCO ₂ e
	54d	The share of Scope 1, Scope 2 and, if disclosed, Scope 3 that the target concerns	100% Scope 1 ja 2.
	54e	List of main actions to achieve targets	The Ylöjärvi and Hollola factories are already using CO ₂ -free electricity. The energy efficiency of lighting has been improved at both the Ylöjärvi and Kemijärvi factories by replacing fluorescent lights with LED lights. The next steps on our roadmap are the transition to emission-free district heating and the use of bio-based fuels in forklifts.
	55	If the undertaking that operates in high climate impact sectors has adopted a transition plan for climate change mitigation, it may provide information about it	A carbon roadmap and targets for zero emissions in Scope 1 and 2 by 2030 have been created.
	56	In case the undertaking does not have a transition plan for climate change mitigation in place, it shall indicate whether and, if so, when it will adopt such a transition plan	The largest Scope 3 emissions are associated with purchased steel and the use of sold products. In the future, measures such as the use of fossil-free steel will help reduce these emissions. We also continuously improve the energy efficiency of our products and encourage our customers to use renewable energy.
C4. Climate risks			
	57a	Describe climate-related hazards and climate-related transition events, if identified	Climate risks have been identified, and the most significant risks are associated with supply chain challenges caused by climate crises or geopolitical developments.
	57b	Value chain related climate risks	-
	57c	Time horizon of hazards and transition events identified	-
	57d	Climate change adaptation actions	-
	58	The potential adverse effects of climate risks that may affect undertaking's financial performance or business operations	-
C5. Additional (general) workforce characteristics			
	59	Female-to-male ratio at management level	Female 35%, male 65%. (Female 21% male 79%)
	60	Self-employed who are working exclusively for the undertaking and temporary workers provided by undertakings primarily engaged in 'employment activities	-

C6. Additional own workforce information - Human rights policies and processes

61a	Does the undertaking have a code of conduct or human rights policy for its own workforce		Yes, Code of Conduct is included in the HR Policy.
61b	If yes, does this cover:	Child labour	Yes
		Forced labour	Yes
		Human trafficking	Yes
		Discrimination	Yes
		Accident prevention	Yes
		Other?	Freedom of association
61c	Does the undertaking have a complaints-handling mechanism for its own workforce		Yes

C7. Severe negative human rights incidents

62a	Does the undertaking have confirmed incidents in its own workforce related to	Forced labour	No
		Forced labour	No
		Human trafficking	No
		Discrimination	No
		Other?	No
62b	If yes, the undertaking may describe the actions being taken to address the incidents described above.		-
62c	Confirmed incidents involving workers in the value chain, affected communities, consumers and end-users? If yes, specify.		-

Subject	Disclosure	Metric	PORKKA
C8. Revenues from certain sectors and exclusion from EU reference benchmarks			
63	If the undertaking is active in one or more of the following sectors, it shall disclose its related revenues in the sector(s):	63a Controversial weapons	No
		63b The cultivation and production of tobacco	No
		63c Fossil fuel sector	No
		63d Chemicals production	No
64	The undertaking shall disclose whether it is excluded from any EU reference benchmarks that are aligned with the Paris Agreement	No	
C9. Gender diversity ratio in the governance body			
65	Gender diversity ratio of governance body	Festivo-Porkka board had 3 members in 2025. Ratio of women 1/3 (5 members, women 1/5)	

* Scope 3 categories excluded from the calculation: 3.2, 3.8, 3.10, 3.13, 3.14, 3.15.

PORKKA

Festivo-Porkka Group 2026

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