

# **Sustainability Report - 2026**

Redrib Experience Oy Ltd

Good Travel Seal Level 2 & 3

# Content

Reporting context	3
General information	4
Introduction	5
Mission statement & policy	6
Assessment overview	9
Detailed overview	10

# Reporting context

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Redrib Experience Oy Ltd offer boat safaris during the summer period, Hovercraft tours during the winter season. Additionally we offer survival suit swim experiences the whole year around. We operate in a local environment only, in the archipelago around Helsinki and the capital region. We work together with locals and local businesses as suppliers, aiming to use only local professional working force when available. Since we target to use local entrepreneurs only, some also living permanently in the archipelago, we want to contribute to keep the archipelago alive. In our international sale, we offer our services to international travellers, private groups, cruise guests and incentive corporate groups. For the domestic market, we focus on corporate and incentive groups, but welcome also individual travellers. We offer a full online booking platform [redrib.fi](http://redrib.fi) and are represented on all major international sales platforms like Viator and GetYourGuide. We work in close cooperation also with local service providers and global DMC -offices. We have 99,9% 5 star reviews on all platforms we are represented on and in FB and Google reviews.

# General information

This report presents the results of applying the Good Travel Seal Assessment & Reporting system to the business Redrib Experience Oy Ltd.

The Green Destinations Solutions for Businesses issues this Report with an overview of criteria scores and suggestions for further improvement. For successful applicants, specific ratings will be published on our websites. No public reference will be made about unsuccessful applications.

# Introduction

\*As a service providing company active in the travel industry, we strongly believe in participating in a global sustainability and responsibility development taking place in the industry. Not because we have to, but because we want to. We believe that everybody should participate with their fair share. Individuals, companies, countries and whole continents can do what they can do. We want to do what our company is capable of. We also recognize the fact that more and more travellers make their choices based on sustainable, responsible and environmental facts. We want to participate in and strengthen this trend and development offering a more sustainable service to our customers. Making the right choices and having the right answers is also becoming more important in the future. A sustainable, responsible and environmentally monitored way of acting is also generally a good business practice since most real actions also save time, energy and resources making a sustainable operation more profitable. A win-win situation as we see it.

\*We participate in this development by monitoring all fields of our operations and on a regular basis and look for improvements. Already since the start we have been focusing on working in a local environment, preserving the nature, working and supporting local businesses, respecting and preserving local culture, dealing with everybody connected to our business in a fair and equal way, treating all guests and staff in a respectful and equal way etc. In environmental fields, we constantly seek ways to cut emissions and sustainable ways to compensate for the rest emissions caused. We closely monitor the technical solutions offered and the development on the market for a transition into electric operation in the future. All staff and suppliers that work with us in different set-ups are informed about our efforts, programs and aims to fulfill our sustainability programs and to reach our future goals. Suppliers are encouraged to activate their own sustainability programs if not already active. In the first place, we choose a supplier with a certified sustainability program whenever possible.

\*At the stand of January 2023, we are continuing to follow the guidelines we have set up already since the beginning of our operation. Since these guidelines already meet most sustainability and responsibility criteria, we now focus on reporting and communicating this, applying for certificates and sustainable travel seals and get our guidelines also officially recognized and approved. We constantly monitor ways to improve and develop our actions. Communication to our customers and the general public about what we do is also an important aspect. Regarding emissions we have in the season 2025 made significant adjustments in cutting emissions: By restraining from driving when not booked, restraining from empty transfers, having customers come to our departure hub rather than picking them up as a service, optimizing speed to short sections, filling up the boats, combining low sale departures to one. Fueling only the amount needed+safety reserve (lowering weight and consumption) has all brought significant and immediate fuel savings. These measures are now close to optimized. Our tasks now is to seek sustainable ways to compensate for the rest emissions caused. At this point of our research, we focus on producing solar and wind energy to be carbon positive and in domestic foresting projects. We develop our own knowledge in this field by participating in sustainable workshops and seminars (Novago, Helsinki Partners etc), by own research and by contacting professionals.

# Mission statement & policy

## **Mission statement**

We believe, sustainability is a way of thinking, breathing and operating on a daily basis. Over a morning cup of sustainable coffee, we enjoy monitoring what we could do today. Improving the way we think and act has been an important daily routine and guideline ever since our start.

Occasionally we hear doing business and acting sustainably are contradictions. We think responsible acts and saving resources are mostly about using common sense. We also believe it is a very cost effective way of doing smart business.

We welcome over 1500 guests every year from all over the world to enjoy our unique and local archipelago.

We put a great deal of effort reflecting over the way we operate and act in this delicate environment, realizing it is our most important asset. Without these values we have nothing.

We want to bring these experiences also in the future further on to our guest in an even more sustainable way.

Whether it is about social wellbeing, preserving cultural heritages, cutting emissions further, saving on resources or working with locals, in all fields we have come a way along already.

Still we feel the journey on our sustainable path has just begun. There is a lot we can and should do to do our fare share.

Because we can.

But most importantly,  
because we want to.

## **Policy**

In this detailed report we target the different sections of our sustainability policy. In addition to this, we pay certain attention to cutting emissions and compensating for the rest emissions caused with the following program:

## **WAY TO ZERO. AND BEYOND.**

Operating in a traditional conservative marine industry environment, we want to be one of the forerunners when it comes to implementing more sustainable solutions regarding emissions.

We follow closely the industry development toward electric and other solutions. We are ready to jump on that train as soon as the technical specifications meet the general marine safety standards regarding range. Also, the costs going 100% electric still needs major improvements.

Meanwhile, we are cutting emissions and compensating for the rest. See our actions and future plans:

### **RESTRAINING**

We operate on demand only. We do not drive with boats or hovercrafts on a fixed timetable. If no bookings, there are no emissions caused.

We avoid empty transfers. Instead we invite our customers to arrive to our central departure hub in a sustainable way. If customers demand an off-hub-pick-up, we charge a transfer fee that is added directly to our compensation fund.

We do not idle if not absolutely necessary for operational safety reasons.

Since operational tour emissions are customer related, we will in the future introduce the possibility for guests to compensate for their carbon footprint caused for each ticket and added to our compensation fund. Your emissions will become our mission.

### **CAPACITY OPTIMIZING**

We invite and encourage guest to join departures with available seats instead of driving with half empty boats. Combining nearby bookings and departures greatly helps in reducing fuel consumption, cutting emissions and dealing responsibly with resources.

### **SPEED OPTIMIZING**

We optionally do use speed to reach our destination according to our guests timetable and to provide thrill on off shore sections.

We however very carefully optimize speed and speed sections on every tour according to guest demographics and to cut fuel consumption.

We restrain from speed on delicate locations with local nature, wildlife or recreational values. On stops in bays, we do not idle if not necessary for safety reasons.

### **FLEET RENEWAL**

We are prepared to gradually renew our fossil boat fleet to electric boats.

Starting with smaller boats for shorter tours, they will operate side-by-side with our fossil fleet in a transfer

phase. Gradually as the battery technology enables, we will go 100% electric.

Implementing these steps we have enabled fuel savings of up to 70% starting of season 2022.

For the rest Co2 emissions caused we follow our **compensation program**:

## **RENEWABLE ENERGY PRODUCER**

We produce renewable electric energy in a 5 -year development program containing solar panel plants and small scale wind mill plants.

Production has started in 2022 in a first investment phase and will continue as an ongoing project.

Renewable energy production and forestry is our immediate action to compensate for Co2 emissions.

## **FORESTRY**

We plant trees on domestic locations in an upcoming long term Co2 compensation action using domestic species only.

We plant in first hand on local locations if possible where a long term growth can be monitored and secured.

We do not compensate by financing projects abroad on locations such as the rain forests or other projects that are difficult to supervise or to control from a distance.

In a second phase of our forestry plans, we monitor the possibilities to become a forest owning company securing yearly growth and reforestation measurements.

**Our sustainability program will be updated regularly without prior notice. The actual version is always displayed online at [redrib.fi/sustainability](https://redrib.fi/sustainability).**

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# Assessment overview

Main theme	Criteria	Completed
0. Characteristics	1	1
1. Food & Products	6	6
2. Caring For People	15	15
3. Good employment	7	7
4. Caring for Climate	9	9
5. Reducing Waste	5	5
6. Caring for Water	4	4
7. Reducing Pollution	3	3
8. Caring for Nature	7	7
9. Caring for Culture	3	3
10. Management & Information	5	5





# Detailed overview

## 0. Characteristics

1

### Type of business

1











Action			Details
<b>0.1. Additional criteria selection</b>  Select your type of business to include the relevant additional criteria. Select the LEVEL 3 option if you have registered for this certification.			









# 1. Food & Products











6

## Food & Products

6

Action			Details
<p><b>1.1. Responsible offer</b>                      When purchasing and offering goods and services, the organization gives priority to local, eco-friendly and fair trade suppliers whenever these are available and of sufficient quality. (B3)</p>			<p>Redrib Experience offer boat safaris during the summer period, Hovercraft tours during the winter season. Additionally we offer survival suit swim the whole year around. We operate in a local enviroment only, in the archipelago around Helsinki and the capital region. We do not generally offer tours outside our local area. We work together with locals as suppliers, aiming to use only local professional working force when available. Since we target to use local entrepreneurs only, some also living permanently in the archipelago, we want to contribute to keep the archipelago alive. We communicate in all offers to our customers that we use local guides, products and services. We do not use artifacts that are culturally linked to other regions, like reindeer skins are connected to Lapland. Since we use mostly local and domestic products, there is no need to look for fair trade suppliers. Only imported products like coffee and tea are purchased fair trade when available. Local food and drinks are favoured when available. We offer seasonal local food in the first place whenever available.</p> <ul style="list-style-type: none"> <li> uinti05.jpg</li> <li> swimo1.jpg</li> <li> redribwinter04.jpg</li> <li> ice04.jpg</li> <li> sp09.jpg</li> <li> tencent05 copy.jpg</li> </ul>

			 DSC04368 copy.jpg  appe01.jpg  appe14.jpg
<p><b>1.2. Environmentally preferable purchasing</b>  Purchasing policies favour environmentally sustainable suppliers and products, including capital goods, food, beverages, building materials and consumables. (D1.1)</p>	✓	✓	<p>Whenever possible, we favour a local supplier in all fields. If they are sustainable orientated, that is a huge benefit. We save a lot of energy resources and time favoring a local supplier even if the price would be higher. In our opinion a local supplier is always a better solution than an more affordable one coming from a greater distance. The transport costs and environmental impact is a key factor in the decision making process.</p>
<p><b>1.3. Responsible food on offer</b>   Offers vegetarian, vegan, gluten-free, dairy-free and other special dietary options upon request.</p>	✓	✓	<p>We serve typical finnish food, snacks and drinks like home made salmon soup, rye bread snacks, blueberry soup, baltic herring or local fish caught by locals in the archipelago, salads locally grown, locally hunted moose or deer stew with local new potatoes, locally brewed beer, home made crepes, domestic products except for coffee and tea wich are not domestically grown. When fruits and berries, we offer domestic produced apples, strawberries, blueberries and lingonberries found seasonally wild also on our nature trail walks. On our website, we ask at the time of booking for any dietary restrictions on tours where we serve food, drinks or snacks. We can adopt, and are adopting to any dietary restrictions. Our local partners follow the same guidelines too.</p>  uinti05.jpg  swimo1.jpg  redribwinter04.jpg  ice04.jpg  sp09.jpg

			 tencent05 copy.jpg  DSC04368 copy.jpg  appe01.jpg  appe14.jpg  booking08 copy.jpg  IMG_4x648.JPG  IMG_46x47.JPG  IxMG_4643.JPG  IMG_4651.JPG  IMG_4652.JPG
<p><b>1.4. Info on responsible food</b></p> <p>Communicates which F&amp;B options are local and which are Fairtrade, vegetarian, vegan, or organic.</p>	<p>✓</p>	<p>✓</p>	<p>On all tours including foos, snacks or drinks, we inform the customers about food choises or dishes available. We point out they are locally made, home made, or from a local catering company also using local and domestic ingredients as far as possible. For the food we prepare ourselves, rather than having a broad variety or menue to choose from, we suggest one or two options wich we know can be locally home made, organic and cooked and enjoyed in a real but simple enviroment outdoors, mostly on camp fire. Keeping these dishes straight, honest and "simple but good" we do not need complex preparing environments, indoor kitchen electric facilities etc. This information is also shared with the customers around the camp fire or by email by the time of their booking.</p>
<p><b>1.5. Reducing meat consumption</b></p>	<p>✓</p>	<p>✓</p>	<p>If not demanded by the customer, we do not serve bulk meat like pork or beef on our tours.</p>



<p>Takes initiative to reduce the offer/purchase of meat products and offers no products from endangered fish, seafood or other species.</p>			<p>Meat served when requested is either moose or deer meat locally hunted or meat products. We do not use endangered fish or exotic species like giant prawns, tuna or other long distance travelled fish products since we want to offer a local Finnish experience.</p>
<p><b>1.6. Local art &amp; craftwork</b> Local art/craft is reflected in design and furnishings.</p>	<p>✓</p>	<p>—</p>	<p>As an example we do not use Lapland artifacts like "Kuksa" or reindeer skins, "Kotas" Huskies or other well known artifacts that are culturally connected to Lapland. We think the archipelago outside Helsinki is competitive enough as it is to Lapland's tourism industry and nature and does not need other than local appearance.</p>

## 2. Caring For People

15

### Social wellbeing



7

Action			Details
<p><b>2.1. Legal compliance</b> Is in compliance with all applicable local, national and international legislation and regulations including, among others, health, safety, labour and environmental aspects. (A2)</p>	✓	✓	<p>We comply to all regulations stated by the Naval Act and Traficom traffic agency concerning our operations. We only use staff that has all necessary licenses, are certified, trained and qualified. We arrange a (not mandatory by law) safety training on regular basis at the beginning of every season. We have all necessary insurances and never compromise on safety, even if cutting corners would be suggested to us from customers. We do not work if sick. If we think, for safety reasons, it is recommended to add a paramedic person to our tour, we do so, regardless of costs. We encourage our staff to train regularly and to obtain good general health an physics. We comply to all legal regulations if hiring staff on a montly salary. We follow all enviromental laws concerning pollution of the seas according to the Naval Act. In addition to that, we never add to the oceans foreign objects or waste, artificial or human, that not originally comes from the same sea (non-organic or foregin obstacles)</p>
<p><b>2.2. Responsible social contribution</b> Actively supports initiatives for local infrastructure and social community development. Examples of initiatives include education, training, health and sanitation, and projects which address the impacts of climate change. (B1)</p>	✓	✓	<p>On tours to local recreation islands with camping infrastructure, we participate in keeping the facilities in good shape for common benefits. We repair if noticed a failure, report if notice a location in need of bigger reparations. We suggest local improvements to locations that are available to the public free of costs. When using locations off season we keep on eye on the conditions of the islands when no one else are visiting them. Through our activity (working with the locals) on tours, we can report misconseptions that would not otherwise be notified.</p>
<p><b>2.3. Community services</b> Activities do not jeopardize the provision of basic services, such as food, water, energy, healthcare or sanitation, to neighbouring communities. (B8)</p>	✓	✓	<p>On non of our tours, we have been jeopardizing any of these services.</p>

<p><b>2.4. Involuntary resettlement</b> Acquisition and expansion of the property has not lead, nor is leading to, the involuntary resettlement of residents. (A8)</p>	<p>✓</p>	<p>✓</p>	<p>On all our tours we use locations with properties and facilities already existing. We simply show our guests the archipelago as it is and lifting up things to see and explore that are already existing and build stories around these. (For example the Napoleons Rock in Onas, or the Pirttisaari local archipelago community). We have not accuisited any developing piece of property that we would be expanding. Instead, we hire existing facilities when needed supprotong local industries and entrepenourship. When landing on island we always inform our guests of what you are allowed to do within the everyman’s right, and what to respect. We take great caution in not disturbing animals or local residents on our tours.</p>
<p><b>2.5. Local ownership</b> The owner is a local resident actively participating in the business.</p>	<p>✓</p>	<p>—</p>	<p>We operate in a very local area only, around the Helsinki and Sipoo archipelago. We want to know this area as well as possible. In this area we work close together with the local inhabitants of the archipelago. The owner and chairman of the company also lives in this area in the Sipoo costal area. The owner personally attends over 80% of all tours, whenever possible. We belive that local knowledge is a huge benefit and a good asset to bring on to our guests visiting our tours.</p>
<p><b>2.6. Local entrepreneurs</b> Supports local entrepreneurs in the development and sale of sustainable products and services that are based on the area’s nature, history, and culture. (B4)</p>	<p>✓</p>	<p>—</p>	<p>From the very first beginning, we have developed our tours around local entrepreneurs only. Our guides, drivers, service providers and partners are all either locals living all-year-round in the archipelago, or deeply connected to the same. We always priority locals preparing the dinners when available, local catering companys and local products when approved by the customer. We prefer working with locals instead of professionals brought in from outside the local archipelago. Most of them are private entrepreneurs. We bring out local stories, told by locals in their own fashion. We strongly belive this bring an authentic expereince to our tours and is on key point to the fact that we have only 5 star reviews on all platforms we are active on.</p>
<p><b>2.7. Local student internships</b> Offers internships to local students.</p>	<p>✓</p>	<p>—</p>	<p>In the past summer season 2022 we have offered and completed an internship for 2 students from France according to the EU Erasmus+ -program. In addition to this internship, we also paid a bonus (not mandatory) to each student and extended their stay with 1,5 months according to their wishes.</p>

## Health & safety



4

Action			Details
<p><b>2.8. Ensure health &amp; safety</b></p> <p>Never causing health or safety hazards. Any risk factors are identified and addressed.</p>	✓	✓	<p>We are professional in safety issues and safety is never compromised. We use the best safety gears and practises available on the market and train on a regular basis. We always evaluate any risk that could accour on tours in advance. Do to our regular practices we have never had an even close to -situation on any tour, regardless of weather or outhter conditions. Operating over several years alos strengthens this professionalism.</p>
<p><b>2.9. Safe location</b></p> <p>Location and immediate surroundings are safe, e.g. with security guards, security cameras, surveillance, or locks.</p>	✓	—	<p>On every tour we monitor the locations we go to, mostly according to the actual weather conditions. If needed, we adjust, go to another location, reschedule or rebook. All to ensure a safety environment in all conditions. Finland and especially the archipelago has a high general safety level that does not enquire safety guards etc against outhter threats. Of course, all dressing rooms etc. where customers personal items are kept during the tours are kept locked and have surveillance cameras too.</p>
<p><b>2.10. Emergency protocols</b></p> <p>Emergency procedure is established regarding e.g. first aid, safety training, and emergency exits.</p>	✓	—	<p>As already stated, we have regular safety trainings and safety monitoring is a daily routine. All our drivers have EA1 or EA2 licences. On some tours we (voluntary) add a professional paramedic officer from the Red Cross to attend our tour, to our own costs.</p>
<p><b>2.11. Virus-awareness</b></p> <p>Implements all legally required measures against virus transmission (Virus-Aware Seal can be obtained upon separate check).</p>	✓	—	<p>During the Covid pandemic we took all safety measurments needed and recommended by the national THL -authorities. We can take any of thes actions in use any time needed.</p>

# Accessibility

4

Action			Details
<p><b>2.12. Access for all</b></p> <p>Provides access for customers of all abilities and has a written and publicly available accessibility statement.</p>	✓	✓	<p>We can assist anybody with regular physics to attend our tours. We inform all our guest about accessability and physical levels of all tours. Due to the nature of our trips, we cannot offer speed boat tours, survival suit swim or hovercraft tours to persons with certain restrictions (wheel chair, broken leg, last months pregnancy etc) These restrictions are due to safely reasons only and are well informed to every guest. We can however provide access to younger and older persons and adapt every tour according to them if on board. We adapt also on the island locations to these needs (f.ex an older guest cannot climb up to the sightseeing tower, but can attend all other sptos on the program. We then provide an alternative spot instead.</p>
<p><b>2.13. No discrimination</b></p> <p>Welcomes all guests without discrimination based on gender, ethnicity, religious beliefs, sexual preference, disability, or in other ways.</p>	✓	✓	<p>We greet all guests around the world regardless of religion, race, political view, gender, disability, political leadership or language. We treat everyone visiting to us in a fair way on a equal basis and condemn any sexual, commercial or other form of harassment or exploitation. If spotted or notified on, we take actions to inform, prevent and to avoid such misconseptions. In our marketing strategies we focus and direct our financial rescourses to countries with democratic leadership supporting the freedom of speech for its citizens, free travel and free access to any electronic network or forum or social media platform their citizens might choose.</p>
<p><b>2.14. Transport</b></p> <p>Favours and actively encourages low-emission transport over other forms of trasport. Encourages the use of public transportation when it is available and safe.</p>	✓	✓	<p>We encourage our guests to arrive to our departure hubs by public transport or by using electric vechicles, bicycles, walking etc. when picking guests up, we use electric vechicles when possible. For our staff, we encourage them to come to the departure hub using bicycles, electric vechicles or public transports. We avoid picking the guests up with boats driving empty to another pick up point. Instead, we encourage all the guests to arrive sustainable to our own departure hub. Sometimes corporate customers wants us to oick them up on another location than our hub. In the future, this will be possible only by paying an extra transfer fee that is funded to our compensation fund, compensating for emissions. We have added this information to all tours on our homepage that leaves from a fixed location / hub. : Seaside of</p>



		Marina Bay Café, Guest Boat Harbour call +358405005271 if needed. Please use sustainable transporting like public transportation HSL tram nr 5, stop Tove Janssonin Puisto
<b>2.15. Info on accessibility</b> Clear and accurate information is provided on the level of accessibility.		 Since our guests have to have regular capabilities to move in boats and on islands, we cannot accomodate guest with restricted capability to walk due to safety reasons. This is well informed to all guests that want to book our tours. Under "Please Note" on each tour the customer has this information visible before they take booking actions.

### 3. Good employment

7

#### Good employment

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Action			Details
<p><b>3.1. Human respect</b></p> <p>The entity has implemented a policy against any form of harassment or deprivation of human rights, whether commercial, sexual, or otherwise. All staff members are informed and trained on the policy and its protocols.</p>	✓	✓	<p>We greet all guests around the world regardless of religion, race, political view, gender or language. The same guidelines apply to everyone working with us as staff, supplier or partner. We treat everyone connected to us in a fair way on an equal basis and condemn any sexual, commercial or other form of harassment or exploitation. If spotted or notified on, we take actions to inform, prevent and to avoid such misconceptions. We don't have a separate written policy, but implement these policies in our daily routines as a genuine and seamless part of our operations.</p>
<p><b>3.2. Decent work</b></p> <p>Labour rights are respected, a safe and secure working environment is provided and staff is paid at least a living wage.</p>	✓	✓	<p>We respect all labour connected to us in a fair way. We provide all safety gear needed and arrange a (not mandatory) safety training to all our staff at the beginning of each season. We also train regularly along the season and point out situations, where improvement can be made. We provide the best gear available on the market for all our guests on board and also for our staff. We pay a fair fee or salary to everybody connected to us. These payments are always mutually agreed upon in advance.</p>
<p><b>3.3. Local employment</b></p> <p>Local employment is generated. Residents are given equal opportunities for employment, training, development and career progression.</p>	✓	✓	<p>Not only are local entrepreneurs given equal opportunities working with us, but we always look for locals to work with first. If non available, we expand our search to our nearest community. So far, we have succeeded in connecting local basically entrepreneurs to our business and with good success. Some of our local business partners might become company partners in the future.</p>







<p><b>3.4. Equal opportunity</b></p> <p>All staff are given equal opportunities for training, development, and career progression.</p>	<p>✓</p>	<p>✓</p>	<p>We greet all partners and employees around the world wanting to work with us in an equal way regardless of religion, race, political view, gender or language. These guidelines apply to everyone working with us as staff, supplier or partner. We treat everyone connected to us in a fair way on an equal basis and condemn any sexual, commercial or other form of harassment or exploitation. If spotted or notified on, we take actions to inform, prevent and to avoid such misconceptions in all its forms.</p>
<p><b>3.5. Training</b></p> <p>Employees are offered regular training, experience and opportunities for advancement. (B7)</p>	<p>✓</p>	<p>✓</p>	<p>As already stated, we arrange regular training in all fields before the beginning of every season and during the season. As an example of opportunities, our occasional guide from the summer season 2022 has now been offered a driver/guide position for the season 2023 and has been trained during last season. We also pay for the licensing education of this person and further helm master training.</p>
<p><b>3.6. Staff insurance</b></p> <p>Staff contracts show support for health care and social security.</p>	<p>✓</p>	<p>—</p>	<p>If employed, we support with all mandatory health care and social security payments stated by Finnish law.</p>
<p><b>3.7. Staff well-being</b></p> <p>Focuses on ways to prevent physical and mental strain on staff, including complaint management systems. The team has regular breaks and does not work excessive hours.</p>	<p>✓</p>	<p>—</p>	<p>Because our bookings are not always secured well in advance and we get a lot of last minute bookings (trend), our staff often has to attend with short notice. This is well agreed upon in advance. Therefore we are also very flexible when it comes to the social and private needs of our staff. When not a hectic week, it is perfectly ok for everybody to spend time with their families instead. We always have regular breaks within our team and support their free time activities like tickets to amusement parks etc.</p>

## 4. Caring for Climate

9

### Energy & climate

9

Action			Details
<p><b>4.1. Climate-friendly</b></p> <p>The entity understands its impact on the climate, implements measures, and reduction targets are specified and monitored.</p>			<p>Minimising energy consumption is one of our key tasks. It is not only environmentally necessary, but also good business practice due to cost savings. We constantly monitor our energy consumption and look for saving opportunities and better practices in all fields: transportation, housing and services. Also we monitor constantly what we can live without, like a permanent office space.</p>
<p><b>4.2. Renewable energy</b></p> <p>Makes an effort to increase its use of renewable energy and produces its own renewable energy where possible.</p>			<p>Currently we are investing in solar power production and are monitoring the use of wind power. Our goal in the near future is to produce more renewable energy than we consume, to run our transportation fleet with own green electricity and to be carbon positive.</p> <p>As a young company, established in 2018, with first full operating year 2019, we do not own any own company premises. Due to the covid and Ukrainian war crisis, we had to postpone these investment plans made in 2018. We instead for the time being rent the facilities we use. To ensure that our solar (and wind energy in the future) energy production stays in our possession also in the future, we cannot have solar panels installed on rented locations. Therefore, until we invest from rented properties to building own ones (where we can design the rooftops and the whole building to accommodate all solar panels and wind energy we need) we have invested the first 14 / 5,74 kWp solar panel system on our private roof top at Blåfieldinpolku 20, which we own, in a phase 1 project installed in December 2022. On this property is also our business storage and separate office building located that we use 100% for the businesses needs. We have a separate electricity meter installed to our office building on week 5, that gives us all data on how much our office/business actually uses electricity. This office is also connected to the first set of solar panels that is designed so that it can be expanded easily. In phase 2 we expand the solar panels with 14-18 more solar panels after we have had a first summer experience in how much the phase 1 panels actually produce IRL. It is</p>

			<p>also possible to further expand to a phase 3 with even more panels and wind power, should phase 1+2 not be enough. Our goal is not only to produce all energy our office and electric vehicles, storage and drying rooms needs by solar energy (and wind), but also to compensate our emissions caused by our operations with partly producing green energy, partly in foresting projects. Only by owing ourselves these locations can we assure that our sustainability measurements are secured also in the future. We add the contract of the first phase 1 solar panel project as a note. Our main electricity contract is made with Vattenfall, producing partly green electricity.</p>
<p><b>4.3. Energy saving practices</b>  Efficient equipment and practices are used to reduce energy consumption.</p>	✓	✓	<p>The best way to save energy is to restrain from. We monitor on all operational fields first, what can we do without. Saving and restraining from is the most effective way. We heat and cool spaces only when absolutely needed. And when, by the most energy effective way. Lowering temperatures, using outdoor drying, measuring energy consumption with electric meters are additional methods keeping the energy consumption lower. Using low energy air dryer instead of heating with radiators makes a huge difference. In the summer using an AC is mostly not needed in Finnish climate. For the energy absolutely needed for operations, we are investing in solar energy in the first phase and adding wind power in the second phase to the existing solar power system. This is a process that takes place in sections due to the high investment cost of this infrastructure.</p>
<p><b>4.4. Heating &amp; A/C</b>  Prevents unnecessary use of outdoor heating or air conditioning.</p>	✓	✓	<p>We do have to use energy for drying our survival suits etc. in our facilities. Practice and measurements has shown that using air dryers instead of radiators cuts the energy consumption with over 70%. As soon as the drying process is complete, all heating except for ground heat is turned off. In company locations where our staff is only temporary present the heating is kept to a minimum, around 13-15c°. Practice has shown that in most cases, there is no need at all to use AC in Finnish climate.</p>
<p><b>4.5. Renewable energy producer</b> Produces its own renewable energy (solar, wind, bio) or applies solar water heaters.</p>	✓	—	<p>We are already investing in solar power on company locations we can be sure of stays in our possession also in the future. At the moment we also stay for rent in a boat hall.  In our investment plan is to replace the rental boat hall with a hall in own possession. Building an</p>

			<p>own property enables to plan the building to accommodate a maximum of solar panels and small wind mills. It is then also possible to invest in the newest low energy solutions for maximum energy efficiency. The goal is to be a positive green energy producer in the near future.</p>
<p><b>4.6. Electric cars</b> Only uses fully electric cars, powered by renewable energy.</p>	✓	—	<p>In a pilot project we are currently testing the possibility to use electric scooters for staff transports to and from the departure hub. This summer we have tested one scooter for the longest distance to the hub in Katajanokka from Sipoo. This has turned out to work well, and for the season 2023 we are getting more scooters for staff transports. At the moment we own 1 scooter fully electric. It is charged partly by own direct solar panel energy, partly by Vattenfall produce energy, which is partly produced from renewable sources.</p>
<p><b>4.7. Crypto-currencies</b> No usage of crypto-currency transactions because of their high energy use.</p>	✓	—	<p>We don't use or accept any crypto currencies.</p>
<p><b>4.8. Net Zero</b>  Confirms actual current carbon footprint, a net zero reduction plan and is able to achieve and demonstrate Net Zero to the company's stakeholder through a Net Zero certificate from an independent certification or assurance report.</p>	✓	—	<p>We are not yet net zero certified, but in the process towards zero emissions.</p>
<p><b>4.9. Climate adaptation</b>  Measures are implemented to combat the expected impacts of the climate emergency and to enhance climate resilience and adaptation, in a socially and environmentally friendly way.</p>	✓	✓	<p>When operating boats and hovercrafts, the best way to avoid emissions is to restrain from all unnecessary driving. We have succeeded in avoiding almost all empty transfer drives by concentrating our boats to a central hub to where the customers are invited to the tour. Secondly, we put a great deal of effort combining tours where there are fewer participants into operating with full boats instead. Thirdly, we monitor the speed and duration of every tour in order to keep the fuel consumption lower on every tour. Making more stops on tours with shut engines saves a lot of fuel but does not shorten the tour or experience. Finally, we are starting a compensation program for the left emissions still caused after the above mentioned</p>



measurements. The compensation is carried out by a forest planting program and by producing green solar energy exceeding our consumption. For all other fields of our operation, we constantly monitor our behaviour and where there can be energy savings made, they are made. As a small company we are flexible and can adapt for every season, making it either shorter or longer due to actual weather types. If the fall and or spring is mild, we can extend the boating season by simply adding availability to our online booking system. We avoid printing catalogues that cannot easily be changed, but refer to our online information instead. We are already now almost a paperless office and do not print if not absolutely necessary. We use the best passenger equipments on the market, so that we can operate regardless of weather and climate changes, even rapid ones. Our customers can come to all our tours as they are, directly from the street also children and larger groups. We provide them with all equipment needed for the tour regardless of weather conditions directly at the departure hub. In this way we can extend or reduce a season according to actual weather type. Also, making any changes to any tour regarding extend or content, weather or climate related or not, can easily be made since our whole system is electronic and booked online. Having all equipment ready at the departure hub save a lot of unnecessary transportation and enables us being flexible and adaptive also to last minute changes. This saves time and energy. Because we use the best equipments for passenger available on the market ( 40 waterproof floatation jackets 40 waterproof floatation whole body suits, 75 survival suits that are used also when boating in severe conditions) we have not been forced to cancel one single tour because of adverse weather conditions so far. Of course, if we for safety reasons think we should, we do not hesitate to cancel a tour.

## 5. Reducing Waste

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### Waste

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Action			Details
<p><b>5.1. Minimising disposables</b></p> <p>Prevents the use of disposables (especially single-use plastic) and offers reusable alternatives instead.</p>	✓	✓	<p>On our tours we offer fresh tap water bottled in small canisters instead of single plastic bottles. We have for several years already used forks and knives, plates, glasses etc made out of either multiuse renewable recycled materials or steel etc. We do buy any one way utensils to use on tours.</p>
<p><b>5.2. Waste reduction</b></p> <p>The entity has a plan or measures in place that include specific targets to reduce waste generation.</p>	✓	✓	<p>We are only producing as much food for every trip as we are using for our guests. Due to practices, we have hardly any food waste at all on our trips. We know the diets of all our guests in advance and can buy and produce only as much as is consumed. We pack our food in multi used packages and keep all one way plastics to a minimum. All rest material that cannot be avoided are recycled in designated recycling stations.</p>
<p><b>5.3. Waste separation</b></p> <p>The entity has the necessary facilities for the proper separation of waste prior to recycling.</p>	✓	✓	<p>We have recycling stations in our summer hub, as well as for our winter activities. All left waste are recycled into these stations.</p>
<p><b>5.4. No single-use bottles</b></p> <p>Promotes drinking of (safe) tap water and provides access to refill reusable bottles, does not offer bottled water.</p>	✓	—	<p>We carry filled fresh still water canisters for use on our trips for guests. Only if the guest demands sparkling water, we use reusable bottles for these customers.</p>



<b>5.5. Recycling actions</b> Actively organises or participates in recycling actions which go beyond basic waste separation.	✓	—	We separate all paper, plastic, glass and organic waste into designated containers in recycling stations.
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## 6. Caring for Water

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### Water

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Action			Details
<p><b>6.1. Water conservation</b></p> <p>Takes steps to minimise water consumption and prevents water pollution.</p>	✓	✓	<p>Our company uses fresh water for drinking purposes, washing clothes, showers, washing cutlery, car and boats. No significant savings in consumption can be made to the drinking water consumption. However, we use fresh tap clean water instead of bottled water and take out on trips only the calculated amount needed+an extra safety reserve (in case of boat breakdown etc). Savings are made to washing out clothes by using only full washing machines and wash only when needed. Showers are taken only when necessary and we turn of the tap when soaping. Our tour cutlery are washed with full machines. The company car is washed with fresh water by hand minimizing the need of water on designated car wash facilities handling the waste water. Boat tubes are regularly wiped with cloths rinsed in seawater rather than soaking them in fresh water. The deck is normally flushed with rainwater anyway, so fresh water wash is not needed on a regular basis due to our experience. We don't expose the ground fresh water to any pollution. We do not throw anything into the sea water that does not belong there and constantly monitor engines for any oil leaks etc. We do not add human waste to the sea water.</p>
<p><b>6.2. Sewage treatment</b></p> <p>Connected to sewage water treatment system (or safe septic tank option).</p>	✓	✓	<p>We use open boats only with no septic tanks on board. Customers are advised to use hub toilets before departure and are advised where the next toilets will be available during the tour.</p>
<p><b>6.3. Water saving devices</b></p> <p>Has devices such as toilets, taps, and showers, that reduce the consumption of water.</p>	✓	✓	<p>Showers, taps, washing machines, dish washers and toilets are replaced with the newest water saving devices whenever in need of renewal. As long as they are functioning properly, they are used keeping in mind the water consumption in general, using low water consumption programs and rinsing only the amount needed. During showers taps are closed during rinsing.</p>



<p><b>6.4. Good use of water</b> Wastewater, including grey water, is effectively treated and is only reused or released safely, with no adverse effects to the local population or the environment. (D2.3)</p>	<p>✓</p>	<p>—</p>	<p>Car is washed by hand on designated car wash stations handling the waste water. Toilets and waste water systems are connected to general cleaning facilities.</p>
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## 7. Reducing Pollution

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### Pollution & Noise

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Action			Details
<p><b>7.1. No pollution</b></p> <p>Implements practices to minimise pollution from noise, light, runoff, erosion, ozone-depleting substances, and air, water and soil contaminants.</p>	✓	✓	<p>As a first choice, we use private electric car or electric scooter for company drives instead of a truck when no towing is needed. We do not idle boats, cars or Hovercrafts when not driving. Boat speeds are always kept optimal for fuel consumption. We follow all speed limit regulations on narrow passages to keep the erosion of the shores as low as possible when we pass. Also, when no speed limit is set, we keep the speed low on narrow passages at sea. When bringing cars and boats to service, we work on distance on the service location rather than travel back and forth. We avoid creating noise in the archipelago since silence and nature sounds is an important asset for us and a key experience.</p>
<p><b>7.2. No air pollution</b></p> <p>Identifies potential causes of air pollution and takes steps to prevent or minimise them. (D2.1)</p>	✓	✓	<p>With boats, we do not drive with empty boats or on transfers. Customers are brought to our departure hub instead. We aim to fill all seats in a boat on a departure by combining tours with fewer passengers. If no tour is booked, we do not drive. Fueling is performed in combination with a booked tour and only as much fuel is filled as needed+ safety reserve. We start the engine at the time of departure with no idling. We keep the speeding time to a minimum and optimize the speed to every tour to save fuel, emissions and costs. We always use the size of the boat according to the group size to optimize seat occupation. On tour stops in bays we always shut down the engine to listen to the silence of the nature. Boats are never idling in harbours or on island location. Our crew is trained in optimizing every tour to minimize fuel consumption. When it comes to land transportation we in first hand use private electric car, electric scooter and a smaller gasoline car instead of a towing truck when no towing is needed. On land trips we try to work on distance as much as possible and combine land drives as much as possible to avoid unnecessary traffic on land.</p>



<p><b>7.3. Harmful substances</b></p> <p>The use of hazardous substances is minimized and replaced with innocuous substitutes where possible. All storage, use, handling, and disposal is properly managed in a safe way that ensures minimal harm is caused to the environment and people.</p>	<p>✓</p>	<p>✓</p>	<p>We use cleaning materials basically when servicing our boats and equipments. We do not keep a storage of harmful substances, but buy only the amount needed at each time. After servicing, all rags, containers etc are separated and brought to designated recycling stations in Porvoo. This applies to all solvents, fibre glass materials, oils, cloths, paint tools, paints and other chemicals.</p>
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## 8. Caring for Nature

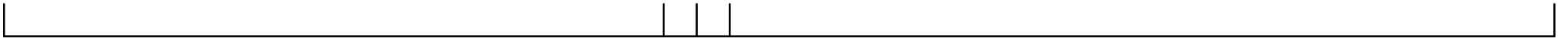
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### Nature

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Action			Details
<p><b>8.1. Nature friendly</b></p> <p>Supports and contributes to biodiversity conservation. Any disturbance of natural ecosystems is minimised, rehabilitated and there is a compensatory contribution to conservation management.</p>	✓	✓	<p>On tours in the archipelago we stop on nature state islands and recreational islands. On each location respecting the nature and keeping it clean is a key function to the experience. Explaining on the tours that the every man’s right is a freedom that comes with a responsibility, is highly appreciated by our guests. If we find litter left by somebody else, we take it with us. All own litter is taken with us and recycled, even if the island has a waste service. On nature trail walks, we stay on designated paths and do not walk in the forest uncontrolled. We advise how to act in the nature on every tour with focus on preserving the nature and not causing any harm in general. If animals spotted, we stop and observe and do not continue our tour until the animal has left. We do not cut trees or branches or collect plants on our tours. When we leave an island, we want the place to look as if we have not visited it at all.</p>
<p><b>8.2. Invasive species</b></p> <p>Takes measures to avoid the introduction of invasive species. Native species are used for landscaping and restoration wherever feasible, particularly in natural landscapes. (D3.2)</p>	✓	✓	<p>We do not own any privat property wich we use on our tours. The company does not own any private land. We go only to nature state islands, recreational islands or event centers own by somebody else. Therefore we cannot take any direct actions removing any invasive species we might find since we are not the land owners. We can inform the land owner however that we have spotted known species such as kurturuusu. The action lies then by the land owner.</p>
<p><b>8.3. Wildlife interactions</b></p> <p>Interactions with free roaming wildlife, taking into account cumulative impacts, are non-invasive and responsibly managed to avoid adverse effects</p>	✓	✓	<p>On tours we occasionally might be spotting wildlife, although we do not arrange wildlife spotting safaries like seal spotting. If spotted sea eagles, seals, moose, wolfs or other species, we do not interfere with the situation in any way. We stop the nature trail walk or the boat and watch the wildlife on its location for as long as the animals stay foot. We stay foot and quiet not to disturbe the natural situation or the habitant ot the animals. When they leave in a natural</p>

<p>on the animals concerned and on the viability and behaviour of populations in the wild. (D3.4)</p>			<p>way, we continue our tour. This is a nice surprise to our tours and our actions are highly appreciated among our guests when happened. While driving with boats we always keep an eye on wildlife, especially sea birds, not to drive too close to them, give way and not to interfere with them. Speed is always set in relation to wildlife along the route. We do not land on known nature state islands during the birds nesting period. We do not take other animals with us on tours like dogs etc that would interfere with birds nesting.</p>
<p><b>8.4. Visits to natural sites</b> Follows appropriate guidelines for the management and promotion of visits to natural sites in order to minimise adverse impacts and maximize visitor fulfilment. (D3.3)</p>	✓	✓	<p>Visiting natural state islands is the main experience we offer to our guests. On every tour we explain the every man's right, its freedom and responsibility it brings. We all can use islands freely for recreational purposes, but it comes with the responsibility to keep them in natural state. No littering, no waste, no cutting branches or destroying plants or species found. If any litter spotted left by somebody else, we take them with us as an example shown to our guests. We walk on designated paths only or take routes over bare cliffs where possible not to cause any new erosion to the nature. Respecting the nature and keeping it in a state you would like to find it (or better) is a key experience we bring to our customers. We also get great feedback from our guests in passing on this way of behaviour in the nature and on the islands. All our guides and crew are instructed to act in a respectful way visiting the islands.</p>
<p><b>8.5. Biodiversity management</b> Has an appropriate management of biodiversity on its own property. Particular attention is paid to natural protected areas and areas of high biodiversity value. (D3.1)</p>	✓	✓	<p>The company does not own any own properties with land etc.</p>
<p><b>8.6. Wildlife trade</b> Wildlife species are not harvested, consumed, displayed, sold, or traded, except as part of a regulated activity that ensures that their utilization is sustainable, and in compliance with local and international laws. (D3.6)</p>	✓	—	<p>On our tours, we do not arrange hunting, collecting of any animals of any sort. We do not arrange fishing tours. All wildlife are simply observed in their natural surroundings.</p>
<p><b>8.7. Local conservation work</b> Participates in wildlife conservation and monitoring activities led by local NGOs.</p>	✓	—	<p>As a constant update to our sustainability efforts we also monitor the possibilities to participate in conservation projects run by organisations such as the Baltic Sea Action Group or the John Nurminen Foundation focusing on the environmental issues of the Baltic Sea.</p>





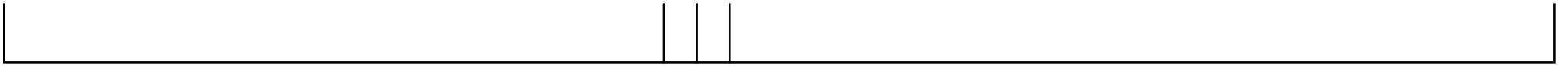
## 9. Caring for Culture

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### Culture

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Action			Details
<p><b>9.1. Culture friendly</b></p> <p>Has not seriously damaged local heritage in favour of modern business development over the past 5 years.</p>	✓	✓	<p>Since the beginning of our operations, we have been focused in working in a local area, working together with locals and local entrepreneurs. Our key features is to bring guests into this local archipelago and show them what there is. Nothing more, nothing less. We focus on the simplicity and the privacy of this area and bring this experience as authentic as possible to our guest. We feel that we do not bring any foreign culture into the locations we visit and present, but rather point out the daily life in the archipelago as it is. Working with locals who lives in the archipelago since generations, helps us bringing this experience to our guests. We feel we contribute to preserving the local heritage instead of taking something out or even damaging it. This has been our key feature all since 2014.</p>
<p><b>9.2. Protecting cultural heritage</b></p> <p>Contributes to the protection, preservation and enhancement of local properties, sites and traditions of historical, archaeological, cultural and spiritual significance and does not impede access to them by local residents. (C2)</p>	✓	✓	<p>On our tours we visit cultural sights like the Pirttisaari local archipelago community or hte Napoleons Rock in Onas. We present the local history as it is commonly known, bring on the daily life in the archipelago, its changes and how it has developed, also the challenges a modern life in the archipelago can face, what it takes to live with your family on an island in the winter in a modern society etc. We do not interfere with the daily life, the architectural sights or objects in the archipelago or by our actions deny access to anybody else wanting to visit the same sites (even at the same time).</p>
<p><b>9.3. Artefacts</b></p> <p>Historical and archaeological artefacts are not sold, traded or displayed, except as permitted by local and international law. (C4)</p>	✓	—	<p>We do not collect, display or sell any local or other artefacts, simply show them on the spot in combination with our tours. We do not either add any foreign cultural artefacts to our tours such as reindeer skins or other artefacts clearly combined with a certain cultural area outside the local archipelago we visit.</p>



# 10. Management & Information

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## Management & Information

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Action			Details
<p><b>10.1. Sustainability reporting</b></p> <p>Publicly communicates its sustainability policy, actions and performance to stakeholders, including customers, and seeks to engage their support.</p>	✓	✓	<p>As part of the Good Travel Seal certification process and the Visit Finland's Sustainable Travel Finland label, we will publish a newsletter send to our customers by email, publish our sustainability report on our webpage and inform all customers at the time of their booking of wich actions they can participate with to meet our sustainability criterias. For example, we encourage smaller groups or individuals to join an already booked tour with free seats instead of demanding a tour driving with an half empty boat. In the future we monitor the possibility for the customers to pay for their carbon footprint their share of the tour causes. This will be voluntary and based on emissions data we collect from our tours. We belive the right time to launch our sustainability program is when the Visit Finland's Sustainable Travel Finland label application is completed.</p>
<p><b>10.2. Sustainability reporting</b></p> <p>The sustainability report of this certification procedure (or any previous certification) is made publicly available via the internet or openly available to clients (applicable from the second year onwards). Good Travel Seal scorecards are accepted.</p>	✓	✓	<p>As our sustainability program proceeds and the certification process is completed, we publish on our homepage a separate section consisting our values and sustainability program. We strongly belive this is best published when the STF and the certification process is completed and approved to gain the best public effect.</p>
<p><b>10.3. Info on nature &amp; culture</b></p> <p>Provides information about and interpretation of the natural surroundings, local culture, and cultural heritage, as well as an explanation of appropriate behaviour while visiting natural areas, living cultures, and cultural heritage</p>	✓	✓	<p>On every tour and on a daily basis, we communicate and inform our guests about the natural sites, its culture and heritage. This is a important part of every tour and a key programm.</p>

sites. (A9)		
<p><b>10.4. Customer experience</b> Customer satisfaction, including aspects of sustainability, is monitored and corrective action taken. (A5)</p>	✓	<p>— We have had no complaints concerning our way of action, our sustainability measurements and future plans. We occasionally do get questions how we deal with emissions and we reply to these questions according to the data we collect from all tours, their emissions caused, how much one seat is part of the total emissions and how we compensate these. We also present our future plans of renewing the boat fleet when electric boats will be available that meets the demand of seaworthy, safety etc. We have 5 star reviews on all platforms we sell on like Google reviews, Tripadvisor and GetYourGuide. Having a sustainability program and presenting these upon request and by communication is a great deal of receiving these 5 star reviews.</p>
<p><b>10.5. What more do you do?</b> What other important action or measure have you taken that is not legally required or covered by any of the previous criteria?</p>	✓	<p>— We constantly monitor the boat market for the development of electric or fuel cell driven boats and are prepared to replace fossil driven boats with electric ones as soon as the market can produce boats with enough capacity, range and safety features that meet our demands. Especially the range and the prices of the boats have to come down significantly until it is possible to commercial operate an electric boat fleet. At the moment the best boat available costs 450.000€ carrying only 7 customers with a range of 50NM. At this point it is not possible to sell a ticket for 1600€ each for a 90 min tour. We however monitor all possibilities, also to add a low range electric boat to our RIB boat fleet and combine tours in a transition phase towards a 100% electric fleet. Meanwhile we save in emissions by restraining, effective operations and compensating the rest emission caused in solar power production and foresting measurements until we are carbon neutral.</p>