



# Report on Sustainability 2025



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## Foreword by the Rector

# Building a sustainable future together

The year 2025 marks an important milestone for LAB University of Applied Sciences. As we publish our fifth sustainability report, we do so in a world shaped by rapid change, geopolitical instability and mounting global uncertainty. These circumstances remind us why responsibility, resilience and long-term commitment are more essential than ever – and they reinforce our determination to contribute to a more stable, fair and sustainable future.

At LAB, sustainability is not a separate project but part of how we teach, conduct research and development, and work with our regions. At the end of 2025, our efforts were complemented by our participation in the nationwide self-assessment of sustainable development and responsibility, coordinated by Arene. The results show

that LAB operates at a controlled level across all assessed areas — education, RDI activities, leadership and personnel competence, and our climate work. This gives us a solid foundation, as we continue to strengthen our practices.

Climate action has long been our strategic commitment. We came very close to attaining our target to become carbon neutral for scope 1 and 2 emissions by the end of 2025, as 99% of LAB's carbon footprint belongs to scope 3. The work does not stop here: we will update our climate roadmap and continue to reduce emissions together with our partners – from campus restaurants and travel services to our property owners. Simultaneously, we will continue our efforts to increase our positive handprint.

This report highlights the everyday efforts of our staff and students in collaboration with our partners and stakeholders. It also presents our progress in relation to the UN Sustainable Development Goals and outlines our yearly advancements on adhering to the Ten Principles of the UN Global Compact.

I warmly invite you to explore this sustainability report and learn more about the steps we have taken, the progress we have made and the direction in which we are moving.

### **Turo Kilpeläinen**

Rector of LAB University of Applied Sciences



# LAB in figures 2025

**2020**

established

**10 918**

students

**1 363**

publications

**84.4**

million euros  
in funding:  
Ministry of Education  
and Culture:  
€59 million;  
supplementary  
funding:  
€25.4 million

**71.2%**

of graduates  
graduate on time

**649**

staff members

**31**

programmes that  
award bachelor's  
degrees

**1 810**

completed  
bachelor's degrees

**393**

completed  
master's degrees

**91.9%**

of graduates  
are employed  
within 5 years  
of graduating

**83**

nationalities  
at 3 campuses:  
Lahti, Lappeenranta  
and online

**14**

programmes that  
award master's  
degrees



Read more  
about studies  
in LAB

# LAB Strategy 2030

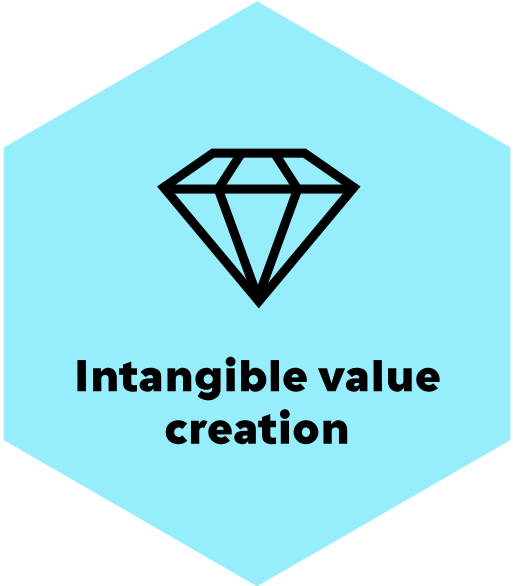
The LAB University of Applied Sciences is a higher education institution, specialising in innovation, business and industry. It operates in Lahti and Lappeenranta, Finland, and also online. We offer education in five fields: health care and social services, technology, business, hospitality, and design, fine arts and visual communication. We help to create new jobs and train future top experts for those jobs. We promote sustainable development in cooperation with the wider higher education community, the business world and the public sector. Notably, our active collaboration with SMEs generates new solutions and innovations. Together with LUT University, we compose the high-level, curious and dynamic university group called [LUT Universities](#).

## **We enable responsible growth**

LAB tackles the important societal challenges of the future in its three key competence areas. Multipurpose materials, intangible value creation and human well-being are cross-cutting themes in all our activities. Through these themes, we approach complex problems and global challenges, as we investigate sustainable growth in business enterprises. We believe the growth of businesses leads to well-being.

LAB's eight [research groups](#) conduct applied research in line with the strategy and sharpen the research focus of the key strength areas, as part of demanding research, development and innovation activities (RDI). The aim of applied research conducted in the research groups is, in particular, to produce new knowledge and expertise, as well as to develop and commercialise solutions based on it. LAB also has a [Laboratory for Radical Innovations](#), which focuses on finding bold, new solutions to future challenges.

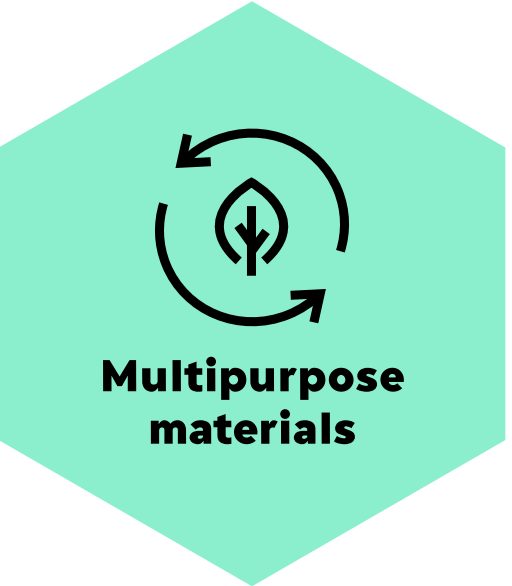
# We enable responsible growth



**Intangible value creation**

## Intangible value creation

We support the growth and internationalisation of businesses through strategic design solutions and the commercialisation of innovations.



**Multipurpose materials**

## Multipurpose materials

We provide sustainable and scalable solutions for materials and their flows.



**Human well-being**

## Human well-being

We develop solutions that support people's physical activity, functional capacity, and safety.





# **Sustainability at LAB**

# Sustainability at LAB

LAB promotes sustainability and responsibility in education, research, development and innovation activities, stakeholder cooperation and its operating methods in everyday life on the campuses. We are committed to environmental, economic and social responsibility in all our activities. In addition, we enact positive reforms in business and industry by educating experts who work to identify responsible actions and promote sustainable development.

## Sustainability management at LAB

Our sustainability work is guided by LAB's [sustainable development policy](#), for which the [LAB Sustainable Development Programme](#) sets concrete objectives. The development of our responsibility work is guided by an internal quality and sustainability work steering group, which includes representatives from both LAB and the support services of LUT Universities. Each year, the management reviews how the Sustainable

Development Goals (SDGs) and responsibility have been realised and how much progress has been made. Our responsibility work is also guided by the joint rules, guidelines and policies of LUT Universities. In 2025, we took part in the international Sustainability Impact Ratings (former [Times Higher Education Impact Ranking](#)) for the first time in LAB's history.

We provide information on LAB's sustainable development and responsibility to our staff and students through our internal channels. The contents of the responsibility communications are produced for internal channels in cooperation with different units, and in external channels the communications are coordinated by the communications unit. We also have an introductory course on sustainable development to help share the principles and operating methods of our sustainable development work with everyone. The course is primarily aimed at our new employees and recommended for all personnel.

We publish an annual sustainability report. The information in the report covers both campuses, and data comes from the university's data collection systems. The sustainability report is published on LAB's website, and in accordance with accessibility principles, most of the reported information is available in both English and Finnish on the website. The content of the report has not been reviewed by an external service provider, but the accuracy of its information is ensured through internal quality management.

The [LAB Annual Report](#) includes all the events during the 2025 financial year that are most important from the perspective of the development of activities and performance. Also, [LUT Universities' investment activities](#) take responsibility into consideration.

# SUSTAINABLE DEVELOPMENT GOALS

## Our commitments

### **Arene's programme for sustainable development and responsibility**

We are committed to the [Rectors' Conference of Finnish Universities of Applied Sciences](#) Arene's programme for the sustainable development and responsibility of universities of applied sciences. With our measures, we will reduce our harmful carbon footprint and increase our positive carbon handprint as a united front of universities of applied sciences.

### **The Ten Principles of the UN Global Compact**

LAB is a member of the UN Global Compact, which is the world's largest corporate responsibility initiative. In this initiative, organisations commit to promoting human rights, environmental protection and a global economy that advocates for sustainability and engagement through the Ten Principles. Information on our progress in achieving the Global Compact's Ten Principles is published yearly on the [Communication on Progress](#) reporting platform.

### **Commitment to SDGs**

LAB is committed to all 17 goals in the UN 2030 Agenda for Sustainable Development and has selected [seven to focus on](#) in particular. Each of our RDI projects promote the selected SDGs.

## Key measures in LAB 2025



### SDG 4 – Quality education

Like other universities of applied sciences, LAB carried out a self-assessment on the progress of the Arene programme for sustainable development and responsibility in 2025. [The maturity levels of sustainable development in universities of applied sciences are assessed on a five-level scale](#), and the entity covers education, RDI activities, management and competent staff, as well as climate and nature work. Based on the maturity level descriptions, universities of applied sciences can position the level and progress of their sustainability and responsibility work. We estimate that we are at the level controlled in all areas of the programme, and we also identified areas for development through our self-assessment.



### SDG 8 – Decent work and economic growth

During the reporting year, an extensive personnel survey was carried out at LAB University of Applied Sciences to survey employees' thoughts and experiences of their employer. The survey themes were related to the staff's own work, the immediate work community, management and the entire organisation. The results are used to improve well-being at work and to develop a more inclusive work culture. The measures of the staff survey are monitored by the Management Group.



### SDG 13 – Climate action

Climate change mitigation and making our campuses carbon neutral in 2025 (Scopes 1 and 2) have been our long-term strategic choices. LAB's emissions in the scopes 1 and 2 are already very close to zero, and 99% of LAB's carbon footprint belongs to scope 3.



### SDG 16 – Peace, justice and strong institutions

Once again, in December 2025, we donated 10 000 euros to charity, together with LUT University. Considering the current global situation, international aid was chosen as the theme for donations, and our staff selected the recipients of donations through a vote. LAB's donation was received by the children's rights organisation Plan International, which works to promote equality and non-discrimination, safeguards children's rights during crises and conflicts, as well as improves the status and education of girls in particular.



# Sustainability in education

# Sustainability in education

According to LAB's sustainable development policy, all graduates from the LAB University of Applied Sciences are equipped to promote responsibility in their professional field. Through a mandatory orientation course, all our graduates will have at least a basic knowledge of sustainable development and responsibility, including climate issues, in addition to the expertise related to their respective fields. We are one of the leading actors in Finland in the fields of environmental technology and the circular economy.

LAB provides education for lifelong learning in order to promote sustainable change in all areas and at all levels of society. We will promote the accessibility of higher education so that everyone can strive for education and expertise regardless of their family background, gender, language, ethnic background, nationality, disability, place

of residence, or other factors beyond the individual. Our activities are also guided by the Ministry of Education and Culture's sustainable development policies that encourage strengthening sustainability targets in all education and stakeholder activities.

The students assess their competence in sustainable development and responsibility in the AVOP feedback questionnaires for graduands every year. According to the survey, a total of 85 per cent of those who graduated from LAB in 2025 with a bachelor's degree felt that their competence related to sustainable development and responsibility had developed to some extent, to a great extent or very much. This represents an increase of 2.5 per cent from last year. The corresponding figure for graduates with master's degrees was 73.1 per cent.





### Examples of degree programmes promoting sustainability at LAB:

- The goal of the [Master's Degree Programme in Emergency Care Systems Development and Leadership](#) is to make emergency care systems manageable and sustainable for all health care professionals.
- The [Sustainable Solutions Engineering degree programme](#) equips students with the skills to tackle the world's most pressing challenges, including climate change and sustainability crises.
- The [Sustainable Construction Technology degree programme](#) will prepare students for an international career in construction engineering with expertise in sustainability.
- The Bachelor of Culture and Arts programme, [Sustainable Design Business](#), aims to improve the world through user-friendly, sustainably feasible and viable solutions.
- The [Master's Degree Programme in Circular Economy Solutions](#) prepares students to address global challenges related to sustainable development and to promote societal change. Graduates will master circular economy strategies and business models.

## SDG highlights



### SDG 4

- By 2032, the six largest cities in Finland estimated that they will need approximately 8 000 new teachers in early childhood education and Bachelors of Social Services. [A commissioned education model, supported by the Ministry of Education and Culture, is currently being used to solve the shortage of experts in daycare centres.](#) LAB University of Applied Sciences and JAMK University of Applied Sciences were selected to implement the Degree Programme in Social Services.
- We anticipated the labour shortage of educated staff in early childhood education and care [also regionally by launching a new type of education.](#) The training enables child carers in South Karelia, or those with a corresponding upper secondary qualification, to complete an additional qualification for a Bachelor of Social Services in early childhood education while working.



### SDG 9

- In the reporting year, it was decided that LAB will start training [laboratory analysts in Lahti and Lappeenranta.](#) The training responds to the growing need for competence in materials development in industrial side streams and the promotion of the green transition.



### SDG 11

- LAB, once again, was enabling content for the annual [course on sustainable urban greening.](#) The course explores how green infrastructure and ecological approaches can serve as effective systemic tools for creating sustainable urban structures.



### SDG 13

- LAB promotes sustainable mobility, for example, [in the Erasmus exchange programme.](#) Students opting for green modes of travel are entitled to additional grants and, in longer Erasmus exchanges, additional grant days.
- As part of the [Climate University](#) network, we are offering learning materials and cooperation with business and industry for solving sustainability challenges.



# Sustainability in RDI activities

# Sustainability in RDI activities

Our responsible RDI activities promote societal impact, sustainable solutions and ethical practices. The impact of LAB comes from the expertise we produce for society not only through education but also through our RDI activities. The aim of the applied research by LAB's research groups is to produce new knowledge and expertise and to develop and commercialise solutions based on it. In addition, our innovation platform, Laboratory for radical innovations (LRI), offers companies a path to new technologies, creative experiments and international networks. The goal is to develop solutions that can have far-reaching impacts across the entire industries.

We plan a large part of the RDI projects together with business actors in Päijät-Häme and South Karelia to meet the needs of the regions. Our students also participate in solving sustainability challenges through RDI activities.

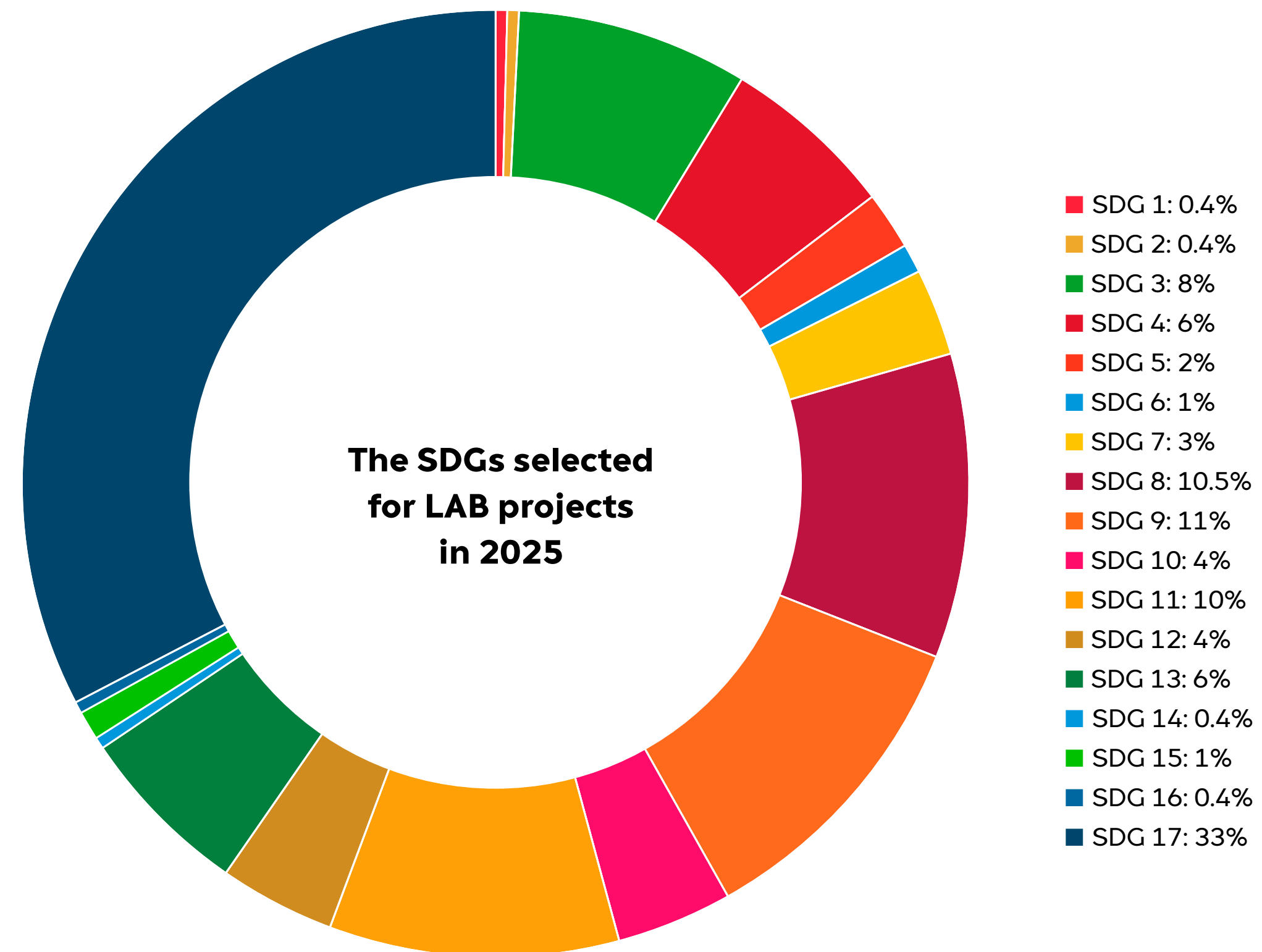
In particular, we aim to ensure that all our RDI activities are carried out in a transparent, fair and environmentally respectful manner. We continuously examine and develop the responsibility of processes in our RDI projects. During the reporting year, LAB's Sustainable Development Programme emphasised the responsibility of RDI activities, in particular. LAB is committed to complying with Finnish National Board on Research Integrity TENK's guidelines on the ethical principles of research with human participants and ethical reviews. LUT Universities also follow TENK's guidelines on research integrity (RI) and the procedures for alleged RI violations.

With our publication activities, we aim to publish articles, studies, reports and learning materials that are important for higher education and thus raise awareness of regional competence. In accordance with the principles of open access, all LAB publications are available to anyone freely and without a charge.

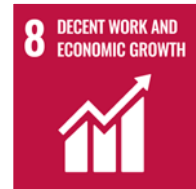
Sustainability and responsibility are cross-cutting themes in all the key competences of our RDI activities: intangible value creation, multipurpose materials and human well-being. For each of our projects, we select specific UN SDGs to promote. One project can contribute to several goals. In 2025, LAB projects contributed extensively to almost all the UN SDGs, but in particular to the strategic SDGs selected by LAB: SDGs 3, 8, 9, 11, 12, 13 and 17.

### Integrating Sustainable Development Goals into RDI

Sustainability and responsibility are cross-cutting themes in all the key competences of our RDI activities: intangible value creation, multipurpose materials and human well-being. For each of our projects, we select specific UN SDGs to promote. One project can contribute to several goals. In 2025, LAB projects advanced all UN SDGs, with particularly strong contributions to the strategic SDGs selected by LAB: SDGs 3, 8, 9, 11, 12, 13 and 17.



## SDG highlights



### SDG 8

- LAB's Africa-related capacity-building project continues: [Developing Sustainable and Entrepreneurial Villages through Educational Living Labs in Namibia and Zambia](#). The project aims to reform and develop new innovative approaches and initiatives for entrepreneurship education in targeted higher education institutions and for community development by providing access to informal and formal education and training tools through technological platforms established in Smart Village Living Labs in rural villages in Zambia and Namibia.



### SDG 9

- [LAB Biofine](#) is a bioeconomy innovation and development environment that creates solutions for the utilisation of bio-based side streams and the development of renewable materials. During the reporting year, LAB Biofine progressed towards its planned goal of building a biomaterials processing centre and ecosystem in South Karelia. Last year, LAB Biofine expertise hub also launched a [Green Solvents Pilot Environment](#) project, the aim of which is to develop separation technologies for biomass based on environmentally friendly green solvents.



### SDG 11

- The '[Regenerative growth through design](#)' project experimented with new green construction solutions using organic fibres, such as textile waste and waste wool. Textile waste was processed into a biodegradable fibre mat, which serves as a growth medium and support structure for a living, nature-positively developing urban environment. The fibre mat was also used in a piece of art donated to a daycare centre, which was made from organic end-of-life textiles and moss mixtures. Moss cleans the air, improves the microclimate and brings a nature connection to the urban environment. The moss work continues to grow in the daycare centre yard in Lahti, and at the same time, children can participate in its care and carry out their own moss experiments with the help of a donated fibre mat. In addition, the project created an [operating model](#) for supporting biodiversity and nature-positivity in cities.



## SDG 12

- The separate collection obligation for end-of-life textiles was extended to all EU countries at the turn of the year 2025. The increased need for sorting requires a new type of identification technology, which we are studying and developing in our [OmniTexLux project](#). The project focuses on identifying challenging, discarded textiles by utilising modern technologies and artificial intelligence.
- The EU's Textiles Strategy and increasing environmental awareness guide the textile and clothing sector towards more sustainable operating models, which LAB also develops together with companies in Kanta-Häme and Päijät-Häme. [The SADE project](#) responded to the changing needs of the textile and clothing sector by strengthening companies' digital capabilities and sustainable business in the form of training and various pilots.



## SDG 14

- The international [CLIBUS project](#), launched last year, aims to accelerate the transition of cities and SMEs towards carbon neutrality. Through the project, we will support Imatra's climate work with concrete measures, such as setting up a clean fuel refuelling station and designing a natural fish breeding area in the Voimanpuro brook.



# **Sustainability in stakeholder cooperation**

# Sustainability in stakeholder cooperation

The LAB University of Applied Sciences is building a more sustainable future together with its partners. Cooperation with business life, the public sector, higher education institutions, research institutes and other educational institutions is an important resource for developing LAB's operations and improving the quality and impact of its operations. Cooperation and influencing are carried out at regional, national and international levels.

We take the views and expectations of our stakeholders into account in strategic planning and decision-making. Cooperation between LAB and LUT and with local business life is close: there are several ongoing research and development projects with municipalities, companies and other partners. Through our [recruitment services](#), businesses can reach 10 900 LAB students.

Also, through close cooperation with business and industry, LAB links the needs of society to educational content and RDI activities.

We develop our activities in a manner that will make us an attractive partner and employer

through ecologically, socially, culturally and economically sustainable and responsible RDI activities. Together with the campus cities of Lappeenranta and Lahti, we promote a clean environment and sustainable society.

We assess and develop LAB's stakeholder support and reputation annually through the Reputation&Trust survey, conducted by T-Media. The reputation survey, conducted during the reporting year, indicates that stakeholder support has remained almost the same, meaning that the general public continues to place trust in LAB. Responsibility stood out as one of LAB's strengths. In addition, we commission an annual brand survey to examine the views of applicants on studying, working life and awareness of LAB as a higher education institution and a brand.

The student union of LAB University of Applied Sciences (KOE) advocates for the interests of all LAB students and the quality of teaching. One of the most important tasks is to make students' voices heard in the decision-making concerning them. As part of the LAB community, KOE takes

sustainable development and responsibility into account in its daily operations and decision-making. The activities are also guided by the responsibility paper, introduced in 2025, which defines the principles of the student union's internal activities and guidelines for promoting a more responsible student culture.

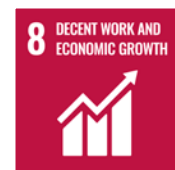
As part of the [Junior University](#), we promote the teaching and learning of natural sciences, mathematics and technology for children and other young people. In 2025, the Junior University particularly promoted SDGs 4, 6, 7, 12, 13, and 17, and its activities reached approximately 16 000 participants. We also participate in the activities of the [JunnuYliopisto](#) youth university in Lahti, whose programme includes water research, circular economy solutions, robotics development and carbon footprint assessment. Last year, cooperation with educational institutions included the international students of LAB's technology unit, organising science and technology workshops for lower secondary school pupils in Imatra, the themes of which were 3D modelling, programming and robotics.

## SDG highlights



### SDG 2

- LAB's Lahti campus has a product development environment for plant-based foods, the [Food Pilot Plant](#). It provides businesses in the food industry with product development and testing services that promote the development and innovation of plant-based foods in particular.



### SDG 8

- The joint operating model of LAB University of Applied Sciences, LUT University and companies in the Lahti region, to attract skilled workforce to Päijät-Häme, the Future Talents programme, will continue. The parties to the programme [agreed on a three-year extension](#) in November 2025. The aim of the programme is to increase the number of graduates remaining in the Lahti region compared to the current situation and to ensure that companies in the region have access to educated and skilled labour now and in the future.



### SDG 9

- The objective of the [Food Campus Finland](#) project is to lay the foundation for a cooperation network that supports the doubling of national food exports and a significant increase in the added value of the food sector. The network is built on regional clusters and the companies, educational institutions and development organisations operating in them.



### SDG 12

- As a member of the [FINIX consortium](#), LAB was involved in advancing societal change towards a resource-wise textile system through interdisciplinary co-creation, new technologies and circular business models.



### SDG 17

- [Lahti Science Day](#) was organised in November 2025. The event is aimed at the general public, stakeholders in higher education institutions and the scientific community in Päijät-Häme. Its purpose is to highlight the results and significance of the research and development work carried out in or from the Päijät-Häme region.



### SDG 3

- The [extensive cooperation](#) between LAB and the Wellbeing Services County of Kymenlaakso was completed at the turn of the year 2025. During the cooperation, the experts of LAB and the wellbeing services county worked together to streamline the customer path of older customers and to implement the developed measures in the wellbeing services county's everyday operations.
- The LAB University of Applied Sciences and the Wellbeing Services County of South Karelia have a joint teaching ambulance, LABlanssi, which functions as part of the wellbeing services county's emergency medical care, while at the same time offering students a safe learning environment in real emergency medical care tasks. During the reporting year, LABlanssi was also rewarded with the national recognition of emergency medical care for the development of emergency medical care training and services.
- LAB is involved in the European science and technology network, which develops solutions for educating and supporting social and health care professionals in providing support for second victims. Researchers from various countries are working together to create a [European certificate](#), the purpose of which is to help welfare organisations in the development of second victim support and to validate their standards-compliant support activities.



# Social responsibility and governance

# Social responsibility and governance

LAB is a young and growing higher education community. For us, social responsibility means contributing to people's well-being, as our strategy says. Our policy is to treat all our students and staff members equally, and we aim for an engaging work environment with a culture that strongly supports safety and well-being at work. In a fair and equal working community we succeed in promoting the business of the circular economy, developing the low-carbon economic structure of regions and promoting the well-being of people and the environment.



## LAB's social responsibility

LAB's [code of conduct](#) describes the ethical and lawful courses of action that guide our activity and expectations of each other in all areas of our operation. The code of conduct also marks out the manner in which the institutions ensure ethical and responsible conduct in their decision-making. We expect our partners to respect fundamental human rights and comply with the UN's Universal Declaration of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work and not to use forced or child labour in any form.

LAB's organisational structure, board of directors and advisory board are transparent. In 2025, women made up 70 per cent of the management group and 56 per cent of the board of LAB. We also consult our student union in decision-making.

We value our employees and uphold their respectful and equal treatment. As a responsible employer, LAB also allows hybrid and remote working for its employees. We use a bonus system

consisting of publication bonuses and personnel and management bonuses. During the beginning of the reporting year, we also introduced a bonus system for project managers in externally funded RDI projects.

We have feedback channels where staff and students can submit feedback, initiatives or reports in accordance with the whistleblower protection act. A [whistleblowing channel](#) on LAB's website enables people from outside the UAS's community to safely report breaches. The reports are dealt with in accordance with the act's provisions. In 2025, LUT Universities started preparing common principles for safer space, which each staff member can apply to their own team or work framework. LUT Academic Library has established its own [Safer space guidelines](#).

Systematic risk management and its principles are part of performance management and internal control, which are implemented in accordance with good governance principles. The responsibilities and resources are specified in LUT Universities' risk

management plan and operating model, and the risks are reported to the LAB and LUT boards at least twice a year. In 2025, a risk management tool was introduced to support the management of strategic risks and opportunities, i.e. identification, assessment, monitoring and reporting. The tool used by the management includes unit-specific sections, of which the key risks and opportunities, as well as the management tools are first referred to the management team and then to the Board.

All our employees are insured for accidents at the workplace, as well as for accidents that happen during travel to work and during remote work. Any accidents are investigated by the occupational safety and health managers, and action is taken to ensure that similar accidents will not occur again.

## Equality and inclusion

LAB's equality plan aims to make the community more equal and inclusive. Key areas in the [equality and non-discrimination plan](#) include the identification of and intervention in discrimination, the assessment of the equality impacts of activities and practices, and the implementation of measures to promote equality and increase inclusion. In addition, we have equality training for our staff, particularly for new employees.

Accessibility at the LAB University of Applied Sciences is a key part of equal and non-discriminatory treatment. The joint accessibility plan for LAB and LUT compiles the accessibility work implemented in various activities, a report on the status of accessibility, and the objectives and measures for promoting participation in accessibility and diversity.

LAB recognises the labour rights for all, including women and international staff. LAB complies with the general collective agreement for universities in Finland ([SIVISTA](#)), which negotiates the working

conditions with the trade unions representing personnel (i.e., collective bargaining) to ensure labour rights for all. [The current agreement](#) is valid until 31 March 2026.

Up-to-date competence is a significant part of a person's ability to work. We encourage maintaining competence and learning new things in many ways, such as by offering further training. The development of personnel competence is supported by the Eduhouse online training service, through which it is also possible to complete equality and diversity training. These training sessions are announced on the intranet and can be found in the staff training calendar. In addition, as a participant in the UN Global Compact, the LAB staff has the opportunity to enhance their expertise on the network's online learning platform. Online courses and materials are related to the ten principles, the UN Sustainable Development Goals, carbon footprint calculation and other corporate responsibility themes.



## Health and well-being

At LAB, well-being at work consists of a healthy work community, occupational well-being management and healthy individuals. The well-being at work plan, which is updated every two years, ensures the well-being, ability to work and coping of personnel. In 2025, the focus was on clarifying objectives and measures, and on allocating more time for supervisory work and encounters. We monitor the well-being and satisfaction of our personnel through monthly mood surveys and personnel surveys that are conducted every two years.

All employees are entitled to occupational healthcare related to both preventive services and medical treatment. Staff well-being is also supported by flexible working hours and a hybrid working model. In addition, employees are granted sick leave by their own notification when the duration of the absence is 1–7 calendar days. We allow staff to try different sports and move about during breaks, both remotely and on campuses. Workplace well-being activities also include social welfare. Employees receive, for example, a sports, cultural and well-being benefit (ePassi), which is

EUR 100 per person each year. It serves as a means of payment in all ePassi registered merchants that provide sports, cultural and well-being services. Workplace chaplains on both campuses also support our staff's well-being at work.

In order to improve the well-being and coping of our students, we offer a wide range of [support for both physical and mental well-being](#), such as well-being and exercise services, a study psychologist and pedagogical specialist services. In Finland, health and medical care services for higher education students are provided by the FSHS. Our student well-being team monitors student well-being through an annual well-being survey and a student feedback survey (AVOP) for graduating students. The average score on well-being in the 2025 AVOP survey improved from the previous year.

[As an athlete-friendly UAS](#), we also take into account the needs of elite athletes, and we offer support to the extent we can considering the student's field of study.



## SDG highlights



### SDG 3

- Well-being week for LAB staff and students twice a year offers exercise, sports demo classes and other tips to support health and well-being



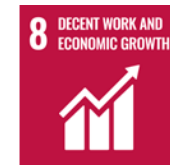
### SDG 4

- LAB offers free-of-charge [study opportunities](#) for those fleeing the war in Ukraine.



### SDG 5

- LAB, once again, took part in the [celebrations of the themed week for sexual and gender minorities](#) by flying rainbow flags on our campuses in Lahti and Lappeenranta. Our Bachelor of Business Administration and Bachelor of Hospitality Management students organised events for Lahti Pride, together with the human and civil rights organisation Lahden Seta ry. LAB is also one of the partners of Lappeenranta Pride.



### SDG 8

- In 2025, LAB introduced a channel for positive feedback among its staff. The purpose of this feedback is, above all, to bring joy to colleagues and to highlight the ways in which collaboration takes place across different areas of expertise and fields.
- We celebrated the national Children's Day at Work in November 2025. The purpose of the theme day is to make work more family friendly and increase the participation of children in society.



### SDG 16

- In 2025, we introduced sensitivity labels that must be used in all documents and electronic materials. Sensitivity labels are based on a common classification model for universities and universities of applied sciences that enables secure data processing and sharing both within and between higher education institutions.



### SDG 10

- The joint Common Good campaign, carried out in autumn 2025, inspired both LAB and LUT staff to make various good deeds for the environment, communities and people within working hours. During the campaign, our staff participated in the following: Hope ry's Christmas gift collection in Lahti and Joulupuu campaign in Lappeenranta, a read-aloud session in an assisted living facility in Lappeenranta, gathering litter in both campus cities, and brainstorming together with the Lahti Diaconia Foundation for a "Juhlava Lainaamo" clothing rental service concept for people with low income to be able to rent formal wear for a funeral or job interview, for instance.
- During the reporting year, we participated in the national [Action, not only words](#) campaign against racism. As part of the campaign, we encouraged our staff to share concrete examples of actions that promote equality and prevent discrimination in our community. Actions and content related to the campaign were shared in the staff intranet throughout last year.



# Environmental performance

# Environmental performance

Climate change mitigation and making our campuses carbon neutral in 2025 (Scopes 1 and 2) have been our long-term strategic choices. LAB's goal to become carbon neutral for scope 1 and 2 emissions by the end of 2025 was not fully achieved. However, our emissions in the scopes 1 and 2 are already very close to zero and 99 % of LAB's carbon footprint belongs to scope 3. LAB will update its climate objectives in 2026.

Our goal for carbon-neutral campuses is related to the joint goal set in Arene's programme for sustainable development and responsibility, which sets up all Finnish universities of applied sciences to be carbon neutral by 2030. The programme emphasises both reducing emissions and increasing the positive carbon handprint. Our carbon neutrality objective is also included in the agreement between LAB and the Ministry of Education and Culture.

Our policies include improving energy efficiency, introducing renewable energy, responsible procurement practices, and waste and emissions management. The Climate Action Plan outlines our actions to reduce our emissions, and it guides us in achieving our goals. The principles apply to all operating locations and stakeholders of the university of applied sciences, such as students, staff and partners. We strive to minimise the negative environmental impacts of our operations and support the SDGs.

As part of the university group of LUT Universities, we share the campuses in Lahti and Lappeenranta. We also share university services and information systems that support our core activities. ESG compliance is implemented at the group level.

## Sustainable campuses

LAB owns the campus building and the land around it in Lappeenranta. In Lahti, the buildings and the land are owned by Isku Center and Lahden Tiedepuisto. The services provided by the campus property owners related to building maintenance technology, energy efficiency, waste management and facility upkeep and development compose a part of our sustainability.

The electricity on all our campuses is produced with renewable energy or nuclear power. LAB's Lappeenranta campus is heated using bioenergy with a guarantee of origin. The Lahti campus at Isku Center is partially heated with geothermal power, and part of its electricity is produced with solar panels that have been placed on the building. The lights in learning and meeting facilities on the Lahti campus, and partially in Lappeenranta, are controlled by motion sensors, which ensure that our electricity consumption is minimised. In addition, partial remote work and distance learning reduce mobility-related costs and emissions.

The food service providers on our campuses aim for sustainability. The Compass Group, operating on the Lahti campus, aims to be carbon neutral in 2030. Also, the Lappeenranta campus' restaurants operator, Kampusravintolat Oy, actively promotes sustainability. Food is cooked in batches according to the demand. In addition, during the reporting year, Kampusravintolat was involved in developing a forecasting tool, designed by researchers at LUT, which can be used to further reduce food waste. For diners, there are scales with which to monitor biowaste volumes, and people returning dirty dishes get immediate feedback. The carbon intensity of every dish is visible on the menu to reduce the climate impact of food on campuses. Food left over from lunch is sold on campuses at cheap rates. Vegetarian food is served on the buffet daily on both campuses.



Procurement plays an important part in creating the UAS's environmental footprint. LAB makes use of Hansel Ltd.'s framework arrangements in a large part of its procurements. In its own framework competitions, Hansel takes into account environmental criteria. A precondition for all procurements in LUT is that the item or service to be procured is necessary. In addition, environmental aspects are taken into consideration in the procurement whenever possible, following our environmental considerations in the procurement guidelines.

LAB events are organised in accordance with the principles of sustainable event production. The environmental impact is minimised, for example, by favouring public transport and serving climate-friendly foods and drinks. The carbon footprint and food waste are also considered during the planning stage of the campus teaching restaurants' pop-up events. The areas of focus when purchasing raw materials include low logistics costs, minimal packaging waste and giving priority to local producers.

Environmental considerations show in all our campus activities. We are planting a tree for each graduate instead of giving them roses at the graduation ceremonies. We also have a paperless graduation, and the graduate will only receive an electronic degree certificate. In addition, the electronic certificate is more reliable because it is much more difficult to forge than a paper certificate.





### Examples of sustainable practices on our campuses:

- Chemical free cleaning is used in almost all areas of the main building on LAB's Lappeenranta campus. Reducing the use of cleaning agents reduces the environmental load, as it cuts down on plastic and packaging waste, among other benefits.
- The student canteen on the Lahti campus does not use trays, which helps reduce environmental impact by lowering energy, water and detergent consumption.
- The shared front yard of LAB and LUT was renewed in summer 2025. In the renovation, the focus was on stormwater management by directing rainwater to green areas and swales, where they are retained and partly absorbed into the soil. Some of the asphalted surface area was replaced by permeable rock dust and meadow areas, which reduce the amount of water discharged into the city's stormwater network. Versatile vegetation improves the yard's ability to adapt to varying weather conditions.
- In Lahti, [the campus promenade](#) connects the two main entrances of the Lahti campus. This pedestrian and cycling path features various seating and relaxation areas along the way, including the campus park. The park promotes biodiversity and recycles both natural resources and materials.
- In Lappeenranta, LAB and LUT cover some of the annual costs of city bikes in order to make the bikes available for students and staff on the campus. The Lahti campus also has a city bike stop.

## SDG highlights



### SDG 7

- We again participated in the national Energy Saving Week in October 2025. We manage energy use in many ways, and monitor and report on our energy consumption annually. For example, we have permanently reduced indoor temperatures by one degree, examined the operating times and areas of ventilation units, as well as examined lighting times indoors and outdoors, while also considering safety aspects.



### SDG 11

- At the end of 2025, a new type of green construction pilot was completed in the Lahti campus courtyard. The furniture ensemble included vegetation combined design, sustainable wood use and nature. This was a [multidisciplinary cooperation between LAB's two development projects and the Wood Technology Laboratory](#), the aim of which was not only to increase the comfort of the campus area with natural solutions but also to develop a scalable model of green furniture suitable for urban environments.



### SDG 12

- During the reporting year, a new learning space was built on our Lappeenranta campus, mainly from second-hand goods. For example, furniture from the Facility Services at LUT Universities that were planned to be recycled were saved as learning space furniture, and old electronics from the staff was collected for student projects.



### SDG 13

- The aim of the ['Adapting to climate change in South Karelia'](#) project is to initiate and enhance climate change adaptation work in the municipal and business sectors of South Karelia. The goal is to increase the know-how and capabilities of municipalities and companies related to adaptation to climate change in cooperation with actors in the region, as well as to increase municipalities' knowledge of agricultural emissions and climate measures and to improve the discussion atmosphere around the topic.



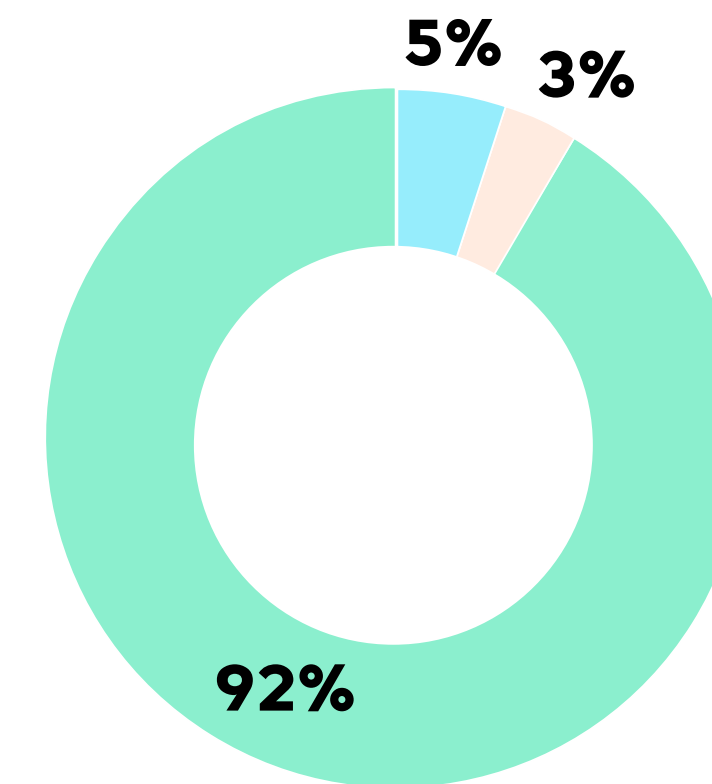
### SDG 15

- We are committed to the [Lahti Nature Positivity Roadmap](#), with which the city aims to be nature positive by 2030. Through our measures, we develop nature-positive training, as well as research, development and innovation activities based on identified development needs. The aim is to support the preservation of the ecological carrying capacity, sustainable and responsible growth of companies and human well-being.
- The ['LUONTOLAS – A nature perspective in the renewal of SMEs'](#) project supports the sustainable growth of small and medium-sized companies by promoting the identification and measurement of biodiversity impacts and the development of nature-positive business.

## Carbon footprint

We are committed to carrying out a carbon footprint calculation annually with the jointly developed Arene calculation model, and we are committed to monitoring the development of our carbon footprint. The 2025 LAB footprint was calculated with the Arene calculator, dated 9.12.2025. The most significant updates are recorded annually in the calculator. Arene's footprint calculation follows the GHG protocol for the selected categories of business travel, real estate and procurement. The calculation does not include any categories based on individual choices, such as meals on campus and commuting.

- LAB's total carbon footprint in 2025 was 8 718 tonnes of carbon dioxide equivalents (tCO<sub>2</sub>eq). Emissions from procurements account for 7 977 tCO<sub>2</sub>eq (92%), emissions from buildings account for 293 tCO<sub>2</sub>eq (3%), and emissions from travel account for 448 tCO<sub>2</sub>eq (5%).
- In 2024, the total carbon footprint was 7 744 tCO<sub>2</sub>eq. Emissions from procurements account for 7 024 tCO<sub>2</sub>eq (91%), emissions from buildings account for 344 tCO<sub>2</sub>eq (4%), and emissions from travel account for 376 tCO<sub>2</sub>eq (5%).
- The majority of LAB's carbon footprint consists of indirect emissions (Scope 3). Direct emissions (Scopes 1 & 2) account for only 1.1% of the total.



**LAB's emission distribution 2025**

Emissions:  
 ■ travel 5%  
 ■ real estate 3%  
 ■ procurement 92%

**Travel (Scope 1 & 3):**

Total 448 tCO<sub>2</sub>eq

- Travel is defined as work-related business travel and excludes travel between home and work. The category includes flights, car traffic, journeys in the UAS's cars, public transport, rental buses, maritime travel and hotel nights.
- LAB's strategic target is building higher education institution partnerships that support international growth. In line with the strategic aim, flight activity shows a clear shift across regions: domestic flying declined, while EU and long-haul international travel grew substantially.
- Hotel nights contributed 38.3 tCO<sub>2</sub>e, reflecting increased travel intensity and a rise in multi-day or international work trips.
- Emissions from LAB-owned vehicles decreased slightly, supported by the growing use of a fully electric van and operational changes in the teaching-related vehicle fleet.
- Maritime travel remains a minor category, though improved data collection has increased visibility of its emissions.



### Real estate (Scope 2 & 3):

Total 293 tCO<sub>2</sub>eq

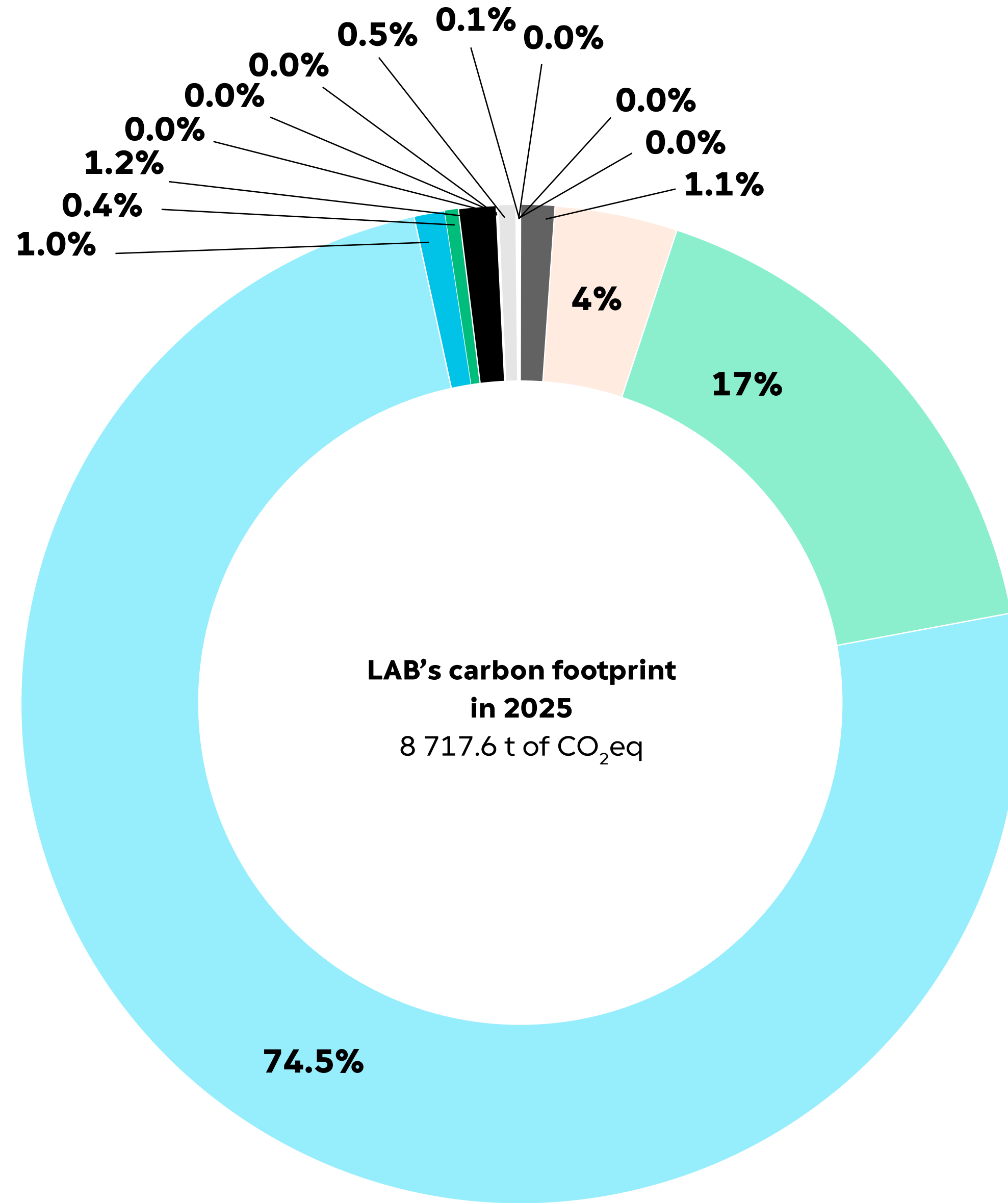
- Real estate includes buildings' heating, electricity consumption, water, waste management, renovation and space alteration projects, maintenance repairs, use and maintenance, upkeep of outdoor areas and cleaning. No data is available for cooling.
- This calculation includes the Lappeenranta campus (9 000 m<sup>2</sup>) and the Lahti campuses on Mukkulankatu 19 (2 500 m<sup>2</sup>) and Niemenkatu 73 (3 348 m<sup>2</sup>). In 2025, the surface area of properties was the same as in 2024.
- The emissions from real estate decreased by a third compared with 2024, when the emissions from real estate were reported to be 344 tCO<sub>2</sub>eq.
- Decrease in the needed heating energy happened on every campus, most notably on Lahti's Mukkulankatu campus (-36%), while basic electricity consumption increased slightly.
- The electricity purchased by LAB for the Lappeenranta campus is 100 per cent nuclear. Electricity is included in the Lahti campus' rent, and both the ISKU Center and Lahden Tiedepuisto used 100 per cent renewable energy in all their locations.
- The emission factors for district heating are those reported by local energy companies (Lappeenrannan Energia and Lahti Energia). In Lappeenranta, the district heating is biobased, with a guarantee of origin. In 2025, Lahti district heating consisted of fossil fuels (10.3%) and renewable energy sources (89.7%), the share of which increased slightly from the previous year.
- In 2025, water damage occurred on the Mukkulankatu campus in Lahti, which partly caused the high increase in water consumption (+130%).
- Waste management costs decreased significantly in both Lahti (Niemenkatu) and Lappeenranta. Similarly, generated total waste decreased from 52 t to 47 t on these two campuses. For Lahti, Mukkulankatu no data were available for the year 2025.
- All the collected fractions are directed to recycling and energy recovery processes, and nothing goes to a landfill.

**Procurements (Scope 3):**

Total 7 977 tCO<sub>2</sub>eq

- In the 2025 calculator, procurements are categorised the same way as last year. The calculation of the carbon footprint associated with purchases is based on euros spent.
- Over all the Procurements (Scope 3), emissions increased 953 tCO<sub>2</sub>eq (13.6%) from 2024. However, the figures also reflect the overall increased cost level.
- Procurements form the majority of LAB's carbon footprint. Attention must be focused on how environmentally friendly the procurements are, on the emissions of suppliers and on ensuring that procurements are only made for actual needs.





**LAB's carbon footprint in 2025:**

8 717.6 t of CO<sub>2</sub>eq

**A more detailed breakdown of emissions:**

Emission distribution of CO<sub>2</sub>eq

**SCOPE 1**

□ LAB vehicles 2.5 0.0%

**SCOPE 2**

□ Electricity 0.0 0.0%  
 ■ Heating 94.2 1.1%

**SCOPE 3**

■ Flights 346.1 4.0%  
 ■ Procurements 1 481.6 17.0%  
 ■ Other procurements 6 495.4 74.5%  
 ■ Electricity + heating (Scope 3) 86.9 1.0%  
 ■ Hotel accommodation 38.3 0.4%  
 ■ Construction and other buildings maintenance 105.5 1.2%  
 □ Waste management 4.3 0.0%  
 □ Water consumption 1.8 0.0%  
 □ LAB vehicles (Scope 3) 1.0 0.0%  
 ■ Passenger cars (mileage/kilometre-adjusted business trips) 46.1 0.5%  
 ■ Public transport 11.8 0.1%  
 □ Maritime travel 2.2 0.0%

**Total 8 717.6**

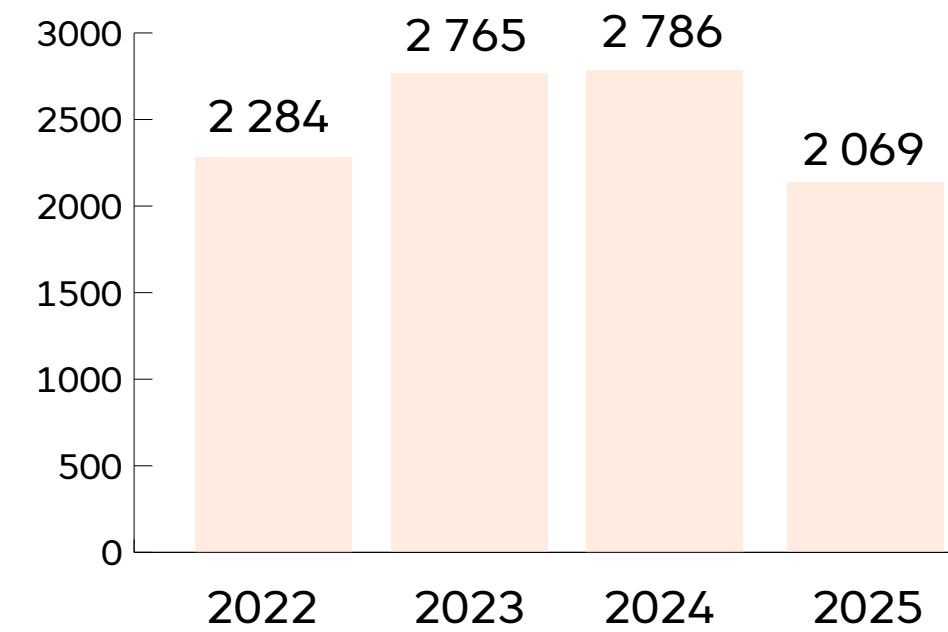
## Consumption and waste management

The monitoring and reporting of LAB’s environmental performance includes electricity, heat and water consumption, reported from both LAB Lappeenranta and Lahti campuses. Waste streams are reported only from Lappeenranta campus.

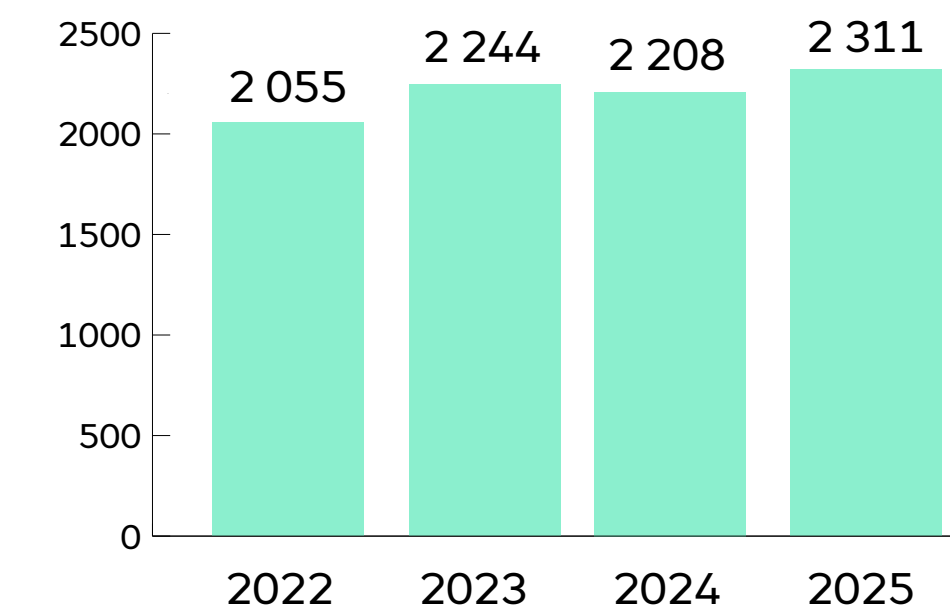
### Amount of waste [t] and waste streams [t] in Lappeenranta

	2024	2025
<b>Waste stream*</b>	<b>t</b>	<b>t</b>
Mixed waste	4.8	2.6
Energy waste	10.6	8.4
Biowaste	14.6	15.9
Metal packaging	1.6	1.3
Paper	1.6	2.0
Plastic	1.8	2.2
Hazardous waste	0.3	0.1
<b>TOTAL</b>	<b>35</b>	<b>32.5</b>

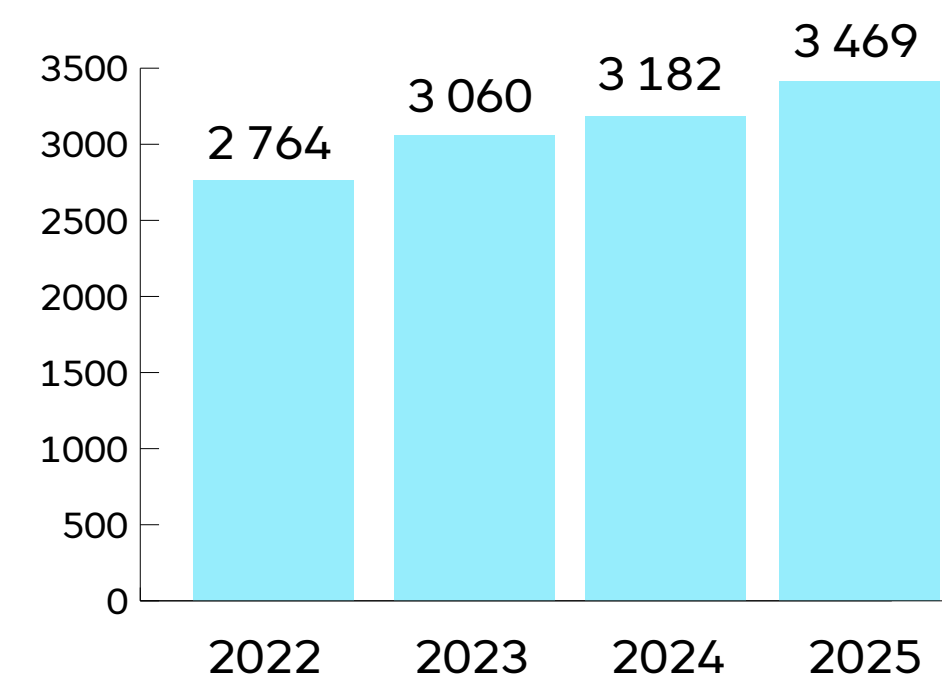
\* No data is available for waste electrical and electronic equipment as it is sorted together with other property users.



Heat consumption [MWh]



Electricity consumption [MWh]



Volume of water used [m³]

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