

Sustainability is in Tactic Games' Core

We carry responsibility in all areas:

Nature & Sustainability

- *Made responsibly - durable products with respect for the environment.*

Play & Learning

- *Safe, creative, and fun games that bring people together.*

People & Community

- *We care for our people and build strong, lasting partnerships.*

Values & Responsibility

- *Fair, transparent, and responsible in everything we do.*





Nature & Sustainability

- Domestic production and responsible energy use, factories in Finland, Åland and Germany
- Renewable and recyclable materials
- Reducing environmental impact
- Long-lasting and safe products

Play & Learning

- Safe and high-quality games and toys
- Supporting creativity, learning, and togetherness
- Accessibility for all ages
- Joy and meaningful moments for families and friends

People & Community

- Employee wellbeing and skills development
- Ethical sourcing and long-term partnerships
- Supporting and engaging with the local community
- Fair play - at work and in games

Values & Responsibility

- Transparent and fair business practices
- Good governance and responsible decision-making
- Respect for human rights and equality
- Trust and long-term customer relationships

Tactic Games' Way of Working is Green

Continuous improvement of Materials

- More ecological materials
- Towards zero waste

Logistics

- Greener transportations
- Package size minimization
- More ecological packaging materials

Production

- More effective production machines
- Less emissions
- Less energy usage
- Material usage optimization

Facilities

- Reusage of heat energy
- Ecological power sources
- Maximal space usage



Scandinavian Quality



Made in Finland

The Finnish Key Flag Symbol invites you to think about your purchase decisions. A product made in Finland is an ethical, ecological and responsible choice.

Our board games are designed by Finnish experts and manufactured at our own factory in Pori, Finland. Products made in Finland have far greater transparency than those made in cheap labor countries.

Your choice matters - play fair with the Finn!



FSC Certificate for Tactic Games' board games, puzzles, card games and books

FSC [forest management certification](https://www.fsc.org) confirms that the forest is being managed in a way that preserves biological diversity and benefits the lives of local people and workers, while ensuring it sustains economic viability.



PEFC Certificate for Tactic Games' wooden products



With PEFC, we care for forests globally and locally. We work to protect our forests by promoting sustainable forest management through certification.

This means we can all benefit from the many products that forests provide now, while ensuring these forests will be around for generations to come.



Mölkky® Way of Working is Green

Made in Finland

- All Mölkky® games are produced in Pori, Finland.

Sustainable material

- Made from 100% Finnish wood, no plastics.

Natural product

- Untreated, with no chemical additives.

Long-lasting

- Durable wooden product that ages beautifully.

Short supply chain

- Local production minimizes transport emissions.

Sustainable togetherness

- Mölkky® brings people together outdoors, close to nature.



Plasto'

Way of Working is Green

Domestic production

- Everything is made in Finland, reducing transport emissions and supporting local employment.

Recyclability

- All Plasto toys are fully recyclable.

Bio-based materials

- Some products are made from sugarcane-based bioplastic.

Responsible energy use

- Production relies mainly on renewable energy.

Minimizing waste

- Raw materials are used efficiently, and production leftovers are recycled.

Durability in play

- Toys are designed to last for generations.



Heros'

Way of Working is Green

Made in Germany

- Heros wooden toys are produced in-house in Bavaria.

Sustainable material

- FSC-certified European wood.

Safe materials

- Non-toxic paints and finishes, safe for children.

Sustainability in practice

- Wooden toys are durable and recyclable.

Timelessness

- Classic designs that last across generations.

Everyday responsibility

- Toys encourage creativity and learning with minimal environmental impact.



Consumer Safety at the Core

Products

- Toy Legislation
- Consumer Legislation

Suppliers

- Suppliers' Code of Conduct agreements
- Quality and ethical certificates
- Long-term partnerships



Tactic Games cherishes each worker and their working conditions



Scandinavian working conditions, including the support of well-being

- Free electric car chargers
- Free sport coupons and other supported leisure activities
- Private health care etc.

We are also listed as a member in ICTI



Products to spread environmental awareness



Ecological Material Choices in games

No shrink wraps

Educative and Eco-line games are already sealed with 100% renewable wood-based labels

Fewer plastic components

Recycled cardboard and paperboard

100% recyclable materials



Forest Film - Plastic labels from the forest



We are reducing plastic waste and material use by switching from fossil-fuel-based shrink wrap to renewable UPM Raflatac Forest Film™ label materials.



Read Case Study: Mother Earth
www.labelmaterials.upm.com/news-and-stories/case-studies/2023/

Tactic Games goes Green in Fairs



*Tactic Games Oy
Spielwarenmesse 2023*

CARBON NEUTRAL EXHIBITION STAND

MESSEFORUM OY HAS PRODUCED THIS CARBON NEUTRAL
STAND WITH CARBON EMISSIONS OF 0 G.





Tactic Games is part of the sustainable tomorrow

Our social responsibility goals focus on a diverse and inclusive, safe and healthy work environment, continuous learning and development, fair rewards, responsible leadership and local commitment.

Developing climate solutions
and taking actions towards carbon neutrality
Games without plastic shrink wraps
We encourage also our suppliers to reduce waist

Recycled components from our own waste material

2025

2028

2033

Present

100 % Recycled / Recyclable materials

Responsible business practice
is the foundation of everything we do.

Play Value

Play value is the essential value of a toy or game for play. Play value is at the core of our product development and design.

Developed and produced for fun, engagement, and endurance, our playthings are designed to deliver outstanding play value for all ages, leveraging experiences that are sustainable in terms of materiality, functionality, storytelling, emotions, social play, and long-lasting impact.

We validate the play value of our products through play testing with children and adults to ensure sustainable play experiences.



A selection of causes we have supported

Games for Good - Supporting Children's Hospitals

- Tactic has donated family games and puzzles to children's hospitals in Finland and across Europe, bringing play and joy to children undergoing long-term treatment.

Inclusive Play - Cooperation with Special Schools

- In collaboration with schools Tactic has provided educational games that encourage learning, communication, and togetherness in classrooms.

Local Community Engagement in Pori

- Being a family-owned company from Pori, Tactic regularly supports local events, youth sports clubs, and cultural activities, strengthening community spirit and wellbeing.

Responsible Future - Supporting Environmental Projects

- In addition to sustainable production in Finland, Tactic has contributed to environmental awareness campaigns aimed at families and children, emphasizing the importance of play in nature.

Sponsorship of a Child through Plan International

- Tactic sponsors a child via Plan International, supporting education and equal opportunities for children in developing countries.

Christmas Donations for Good

- Instead of traditional customer and partner gifts, Tactic often directs the budget to UNICEF, supporting global child welfare programs.

Helping Families at Christmas

- Every year, Tactic takes part in Christmas charity collections to provide gifts and joy for children from low-income families.

Supporting Disability Organizations

- Tactic supports disability associations, helping to improve quality of life and inclusivity for people with disabilities.

