



Paf's new office – an environmental meeting of minds



The Åland gaming company Paf has made a large investment in its new headquarters, with a concerted emphasis on sustainability and creating a communal working atmosphere. The first sketches were made in 2013 with the vision of encouraging the Paf 200 employees to increase collaboration while reducing their environmental impact. Today the building in Mariehamn is completed.

Paf's ambition – something the company has also been rewarded for – is to become the most responsible gaming company. The building is inspired by this aim. The facade and roof is covered with solar panels (see details below) that ensure that the head office is completely self-sufficient in terms of energy, thanks to Åland's many hours of sunshine. The outer wall is curved, minimizing heat loss while creating a social gathering space. The main building material used is laminated wood (see details below).

"It's not only the energy-saving aspect that makes Paf's new headquarters unique, the whole building is designed from the inside as much as the outside," explains interior designer Bettina Ingves.

The concept is based on research into how people interact with each other and how it can be positively affected. The open layout and interior design was based on this research. Major changes have been implemented using the new design concept while still managing to reuse much of the old office. The result has improved productivity and collaboration.

The Communications Director at Paf also says that the improved sense of community and open design is at the heart of the building, even if the environmental aspect is also very important.

"The building is designed to suit the variety of forms of collaboration that we need in a complex organization like ours. In our new office the workspaces are separated by glass walls to increase visibility. Research shows that people who see each other often tend to work better. This communal atmosphere is central to our work, as it is in all our operations and in Paf's approach to our customers," says Anders Sims, Communications Director at Paf.

Hovering above the central open office area is a large ball decorated by Åland artist Jonas Wilén. The ball symbolizes finding a silver lining in everyday life through gaming, it therefore represents a central part of Paf's business, whose entire surplus is distributed to good causes.

"The building's energy efficiency is unique. Solar cells have been integrated into the façade and both the main beams and the building's frame are made out of wood, which gives a comfortable atmosphere while dampening sound. The entire workplace is adapted to suit Paf's way of working - flexible and well-connected with all departments having access to the central open square area," say the building's architects.

The Paf Headquarters construction project is a collaboration between the architect and the passive house expert Hans Eek, architect Hans Murman and interior designer Bettina Ingves.

Paf Headquarters Factfile

Cost of the whole project

€14.5m

Why laminated wood?

- Renewable domestic material
- Strong and lightweight
- Fire resistant
- Clean and easy to work with
- Good for the internal environment

Solar panels

- 742 solarpanels
- 1400 sqm in area
- 208 KW total power
- 154 MWh annual power

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Paf was founded on Åland in 1966 with the clear purpose of creating profit to support public good. This is still the company's primary purpose. Today Paf.com is an international gaming operator with over 200 games including slots, casino, poker, betting, bingo and lotteries. Paf also operates a large physical gaming operation on land and sea with about 1,500 slot machines and 55 gaming tables on ships in the Baltic Sea, in Paf Casino on Åland and Casino Sunborn in Gibraltar. Paf offers safe and socially responsible money games that give players pleasure and entertainment.

In 2015 the Paf Group had a total revenue of 110 million euros producing a profit of 22.7 million euros. The contribution to public good was 20 million euros. The group has nearly 400 employees, is headquartered in Mariehamn on Åland and serves players from countries including Finland, Sweden, Estonia, Spain and Italy. Paf is licensed and controlled by the local Åland government. More information can be found at www.paf.com.