

**STICKS 'N' SUSHI**

## **STICKS 'N' SUSHI: COMMITMENT TO CORPORATE SOCIAL RESPONSIBILITY (CSR)**

### **WHAT WE DO**

Sticks'n'Sushi is a restaurant group founded in 1994. We have multiple restaurants in Denmark, the UK and Germany. We provide venues and opportunities for our guests to fully enjoy their time eating well prepared meals of the highest quality.

Our venues form an integral part of cultural life in the societies in which we are present. We will continue to develop innovative solutions for our guests to enjoy their right to adequate food, to leisure and to take part in cultural life.

We believe in a responsible way of doing business, that embraces everything from employees and local communities to purchasing, products and projects. We want to serve fresh high quality food without compromising the wellbeing of people, animals or the planet. We take pride in decency and fairness, and we operate with care and foresight. We base our business model on a respect for sustainable development, social and environmental impacts and continuous evolution. We can always do more and we will never stop looking for ways to improve!

Through our engagements with REGA (Restaurateurs Guarantee Scheme), the SRA [Sustainable Restaurant Association] and the United Nations Global Compact Network we seek to enhance the capacity of our industry to make positive change. We are proud to work together on the journey towards the enhancement of responsible business conduct.

### **HOW WE DELIVER**

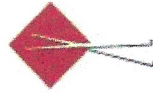
As a basis, we comply with national regulations, wherever we operate. In addition, we are fully aware of our responsibilities to sustainable social, environmental and economic development. We are members of the UN Global Compact, and we will make our commitment to its ten principles operational by applying the global standard from the UN Guiding Principles on Business and Human Rights (UNGPs) and the OECD Guidelines for Multinational Enterprises (OECD).

We will continuously identify, prevent or mitigate the potential adverse impacts on internationally agreed principles for sustainable development; human rights, including labor rights, the environment, anti-corruption and the economy, that we may cause or contribute to. When actual impacts occur, we will act to remedy said situation. As we comply with the global standard, we will document and record our actions.

### **WHAT WE EXPECT FROM OTHERS**

We expect our employees to act with due regard to this commitment. Employees shall act to prevent or mitigate adverse impacts and are expected to raise concerns with their management or a business representative if they identify potential or actual adverse impacts involving our services or our business relationships.

We will also seek to prevent or mitigate adverse impacts, that may be directly linked to our operations or services through our business relationships, by raising the expectations of those in said relationships with ourselves. We expect they commit and act to avoid causing or contributing to adverse impacts on human rights, the environment and anti-corruption; and that they address such adverse impacts, should they arise. Should



**STICKS N SUSHI**

unintended severe adverse impacts occur in our value chain, we will use or build our leverage to make the business in question cease the impacts and demonstrate respect for human rights, environmental and anti-corruption principles.

#### **EMBEDDING OUR COMMITMENT IN ALL WE DO**

Our commitment is publicly available, and we will continuously communicate it internally and externally. Every three years we will revisit the commitment and ensure that it is continuously embedded in all our policies and processes.

Copenhagen, July 13th, 2020

Andreas Karlsson  
CEO

#### **OUR CONTRIBUTION TO SUSTAINABLE DEVELOPMENT**

With over two million guests annually we have the opportunity to make a big difference in the communities and countries where we are present. Therefore, we want to focus locally and help improve our surrounding societies where we can, both through the generation of positive impacts and the reduction of negative externalities. The following describes our areas of focus regarding sustainable development.

##### **1. High Quality Food: Our guests right to healthy and adequate food**

As a basis, we do not compromise on the quality of the products that we serve or their preparation. In addition, we want to contribute to the realisation of our guests right to healthy and adequate food when being served in our restaurants. We want to serve high quality food made from the freshest ingredients. When it comes to our products we never compromise on quality – we are willing to pay extra when it is needed. We carefully select our suppliers and we are transparent with our guests in terms of where our products come from and how they are produced.

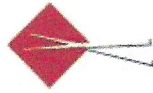
##### **2. Responsible Consumption and Production**

###### **Green ingredients**

We reduced the volume of meat on our menu cards. We also, purchase increasing volumes of organic produce and attempt to focus more significantly on local produce. We want to contribute to the sustainable development of responsible consumption and production [Sustainable Development Goals 12.4 and 12.6].

###### **Ethical sourcing procedures**

We are very conscious of the suppliers we work with. An area of particular focus regards our fish. We attempt to buy from responsible suppliers who limit pollution emissions and fish at sustainable levels hence, contributing to the Sustainable Development Goals 14.1 and 14.4. Information on the sourcing practices of all our fish is presented on our website in order to ensure transparency and allow the guests to make an informed decision. We



## STICKS 'N' SUSHI

are also conscious of animal welfare, purchasing from suppliers with strong records. We purchase from a high volume of suppliers with certifications for environmental and social factors. We also, have no endangered species available on our menu. We have previously removed fish species that have become endangered as we believe this is part of responsible production.

### No waste philosophy

We live in a culture where we often use and throw away as we wish. We want to do things differently and be better at using our resources. Thus, further contributing to the acquisition of the Sustainable Development Goals, through sub goals 12.3 and 12.5, referring to food waste and general waste. The Japanese term “Mottainai” refers to the dislike of waste and is the basis for our no-waste philosophy, which lies behind everything from menu engineering to daily operations, to events and so on.

### 3. A Diverse Workforce

We strongly believe that a company that embraces diversity, tolerance and trust is also rich in culture and values. Since the beginning, we have employed people from all over the world, and having highly multicultural teams is something that we are very proud of. We are communally from around eighty different nationalities. The only thing our staff must have in common is the right skills and the right attitude. We want to promote a diverse workforce, be that with regard to nationality, gender, sexuality or socioeconomic situation, with people from different backgrounds and with different ambitions. We conduct staff surveys and data analysis to identify areas where discrimination could occur and inclusion could be enhanced, so we can work to improve this.

We are happy to be a stepping stone to future opportunities in return for a dedicated effort whenever we work together. That is why we are committed to a range of skill development activities, such as training courses and promotional opportunities. We want the experience of working at Sticks ‘n’ Sushi to be meaningful to employees, whatever their ambitions may be.

### 4. Partnerships & Collaborations for Sustainable Development

We want to make a difference where we can and therefore, we wish to form sustainable partnerships that contribute to causes beyond the daily operations of Sticks’n’Sushi. We believe working together can increase our capacity to create positive change through sharing of knowledge, resources and expertise [SDG’s 17.6 and 17.7]. We believe the restaurant industry plays an important role when it comes to promoting sustainability, particularly through the capacity to make demands on suppliers regarding their commitments to sustainability. We place a heavy focus on building leverage towards suppliers in the industry. Our collaborations in networks with industry colleagues facilitate a larger scale market influence.

We have been part of numerous collaborations for various projects and continue to do so. Regarding active organisational membership, currently we are part of; the Restaurateurs Guarantee Association [REGA], a Danish-based sustainable restaurant association; the Sustainable Restaurant Association [SRA], a UK-based association also, targeting sustainable restaurants; and the United Nations Global Compact, a collaboration of various stakeholders committed to responsible business practices and the advancement of the United Nations Sustainable Development Goals. We partake in numerous projects within these organisations, such as REGA’s *SDG’s in the Value Chain* project. Which identifies key sustainability challenges in the restaurant industry, and we work communally to develop innovative solutions to these issues.

### 5. Measurement & Communication

We are committed to transparency; you can read a great deal about what we do, our commitment and even our fish sourcing practices on our website. And guests are always welcome to contact us to find out more! Our participation in the aforementioned organisations also requires partaking in audits and communicating on our progress. We believe these forms of communication and external auditing are vital to enhance accountability and information transmission.