



**SUSHISTAINABLE**

## **OUR SUSHISTAINABLE POLICY COMMITMENT**

### **WHAT WE DO**

We live the philosophy of Kaizen, which is Japanese for 'making things better' and recognize the need to deliver true and lasting change. We believe that our business and corporate social responsibility performance go hand in hand. It is crucial that our business conduct is sustainable into the distant future, as well as optimising financial returns now and here.

Corporate social responsibility is not something new to us. It is part of our DNA and something we have worked with since the very beginning in 1994. In fact, we have trademarked it SushiStainable. Our vision with SushiStainable is that the planet we leave our children, must be better than what we were handed from our parents. Thus, SushiStainable is a commitment to always improve. We are ambitious, dedicating resources, and monitoring our efforts, but at the same time we understand that we have far to go.

Finally, we do not fulfil our potential through ethical conduct in our operations alone. With numerous of guests visiting our restaurants every day, we can make a difference in the communities we operate. We wish to use our work with SushiStainable as a foundation to share our experiences, express our views, inspire others and become wiser on the society we take part in. Therefore, we see our contact with our guests as a direct opportunity to contribute to creating a more sustainable present and future. This is the core of SushiStainable.

### **HOW WE DELIVER**

As a minimum, we comply with national regulations, wherever we operate. Moreover, our UN Global Compact membership assists in aligning strategies and operations with universal principles on human rights (including labour rights), environment (including climate), and anti-corruption, as well as taking actions that advance societal goals.

In addition to being part of the world's largest corporate sustainability initiative, we are members of two industry associations, the Restaurateurs Guarantee Association (REGA) and the Sustainable Restaurant Association (SRA), a UK-based association. Through these memberships we are committed to comply with the procedural requirements set forth by UN and OECD's minimum standards for responsible business conduct, UN Guiding Principles on Business and Human Rights and OECD Guidelines for Multinational Enterprises. This way we do not only ensure good corporate citizenship. We also work together with our peers to create a solid foundation of working systematized with international principles on sustainability within the restaurant industry.

The work entails that we apply a management system, which ensure that our work with corporate social responsibility is anchored in all aspects of the business and an approach that addresses adverse and positive impact on social, environmental, and economic sustainability.

### **THIS IS DONE BY:**

- Published policy commitment

- Due diligence process:
  - Identification, prevention, and mitigation of adverse impacts using impact assessments
- Access to remedy
- Transparent communication

Furthermore, we want to make a difference where it is possible, and therefore, we also work proactive in forming partnerships that contribute to causes beyond our daily operations. We believe that working together can increase our capacity to create positive change through sharing of knowledge, resources, and expertise.

#### **WHAT WE EXPECT FROM OUR MANAGERS**

Our managers are role models and the guardians of our culture. We expect our managers to take ownership of our business conduct and take active actions to improve ethical business conduct. Managers are crucial to ensure that our corporate citizenship is obtained by being attentive to both grievances and ideas of positive contributions from both employees and guests.

#### **WHAT WE EXPECT FROM OUR EMPLOYEES**

All employees are key to help respect international principles for sustainable development. Thus, we expect our employees to honour 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.

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

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 impact on human rights, the environment and anti-corruption; and that they address such adverse impacts, should they arise. Should 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. Find these expectations in detail in our Code of Conduct for Business Relationships.

#### **SECURING RELEVANCE**

Our commitment is publicly available and communicated both internally and externally. Every three years, the policy will be reviewed and, if necessary, revised for updates reflecting our progress in implementation.

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Andreas Karlsson

CEO