



# Human Rights Policy

Sticks'n'Sushi is committed to meeting the responsibility to respect human rights throughout our operations and value chain as outlined in the UN Guiding Principles on Business and Human Rights.

Our commitment refers to all internationally recognised human rights including the rights stated in the International Bill of Human Rights.

## HOW WE DELIVER

The work entails that we apply a management system, which ensure that our work with human rights is anchored in all aspects of the business and an approach that addresses potential and actual adverse impacts.

THIS IS DONE BY:

- Published policy commitment
- Due diligence process: Identification, prevention, and mitigation of adverse impacts using impact assessments
- Access to remedy and grievance channels
- 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.

In our annual report, we communicate our progress in implementing the UN Guiding Principles.

## → 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.

## → TEAM MEMBERS

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 other internal reporting channel if they identify potential or actual adverse impacts involving our services or our business relationships.

## → EXTERNALS

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, 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 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.