



## **UN GLOBAL COMPACT COMMUNICATION ON PROGRESS - STICKS'N'SUSHI**

Period covered: October 15<sup>th</sup> 2015 – July 10<sup>th</sup> 2017

### **STATEMENT OF CONTINUED SUPPORT**

Copenhagen, July 10<sup>th</sup> 2017

To whom it may concern,

Sticks'n'Sushi is a group of restaurants founded in 1994. Today, we operate 18 restaurants – 12 in Copenhagen, 5 in the UK and 1 in Berlin.

In Sticks'n'Sushi, we have a holistic approach to CSR and sustainability is an important part of our company's DNA. We believe in a responsible way of driving our business that embraces everything from employees to purchasing, products and projects.

Running sustainable restaurants goes hand in hand with our core value of behaving. We take pride in decency and fairness and we want to run our business with care and foresight. We want to serve sublime food without compromising the well-being of animals or the environment.

We call this a "People – Planet – Profit" approach, based on a triple bottom line philosophy.

With this, I hereby reaffirm that we still strongly support the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

Best regards,

Kim Rahbek Hansen, CEO

## DESCRIPTION OF ACTIONS

### Human Rights

#### *Purchasing*

As mentioned in the COP for 2015, we have a company "Purchase Strategy". This strategy includes clear guidelines on how we work with our Code of Conduct, both regarding potential new suppliers and products, and existing suppliers and products.

#### *Donation to Friends in Cambodia*

We have donated just short of DKK 500.000 (10 % of our water sales in 2016) to Friends in Cambodia in cooperation with Dan Church Aid in 2016. Friends in Cambodia focus on helping children off the streets with, amongst other things, a restaurant-project. Furthermore, we have donated 10 % of all water sales from January – April 2017 to this cause.

### Labour

#### *Bottom up culture*

We have a continuous focus on ensuring a strong culture with a good tone of voice amongst the employees and a healthy, pleasant and inspiring working environment.

One tool to do this is our employee-forum, which we call the "Sticks'n'Sushi Fish Tank" and host once every 2 – 3 months. This is a forum, where one representative from each restaurant (not management) meet up with a representative from our HR department. The meeting has a bottom-up approach and is a forum where the members can represent their colleagues and, in an open and anonymous way, speak their mind without their management team by their side. The purpose of this is to give the employees a voice and direct line to our HR department, where they don't have to go through their managers (this has also been described in previous COPs).

Furthermore, we are currently working on establishing an additional forum, where employees who have between 3 – 15 years of seniority will be asked to share their thoughts, ideas and view on Sticks'n'Sushi. The purpose is to continuously motivate the employees and to listen to their input on where we can improve as a company.

Finally, we have an "open door policy" in our HR department and our administration in general. Staff are always encouraged to contact the administration in any case that they find relevant.

#### *Contracts and employees' rights*

We comply with minimum wage standards at all times and as mentioned in previous COPs, all DK full time permanent employees have a contract that adheres to the Danish Employers' and Salaried Employees' Act. Furthermore, we have a pension scheme in place.

All new employees in Sticks'n'Sushi are provided with a copy of our company handbook. In here they find extensive information about their rights and benefits at work as well as our policies and procedures.



## **Environment**

### *Organic greens from Aarstiderne*

In April 2016, we launched a cooperation with the supplier of organic greens Aarstiderne, which means that with a few exceptions, all greens used in the Danish restaurants are organic. Inspired by this cooperation, we have also had a number of “green events” in our restaurants, serving only vegetable-based dishes.

In general, using more greens through menu engineering and events is an important focus area for us as we believe that this is a more sustainable approach to consumption. Hence, our menu today is more vegetable-based than it has previously been.

### *High quality fish and meat*

We continuously focus on purchasing high-quality fish and meat. We e.g. serve free-range pork and our poultry is from Graasteen, which is a high-quality product delivered fresh to our restaurants. Furthermore, we don't serve any fish that is in danger of becoming extinct.

### *No waste-policy*

We have a “no waste” policy and educate our employees in producing as little waste as possible. This goes both for our menu-card engineering and in the daily operations. We have recently hosted a management seminar for 60 employees, where food waste was the theme.

### *Gas grills*

We have gas grills instead of coal grills installed in 10 of our restaurants and have more on the way. The gas grills are better for both the environment and the working environment than the coal grills.

## **Anti-Corruption**

We have a good cooperation and dialogue with our suppliers and as mentioned in a previous COP, point 9. in our Code of Conduct deals with our no-tolerance policy towards corruption and bribery. However, being a medium-sized company, anti-corruption is a difficult issue to actively work with and we do not experience challenges with corruption or bribery internally.

## **MEASUREMENT OF OUTCOMES**

### **Human rights**

Dan Church Aid has recently produced a report that summaries what impact our cooperation since 2009 has had. Amongst other things, they concluded that via the projects that we have engaged in, Sticks'n'Sushi have contributed to fulfill 8 of the UN's 17 sustainable development goals.

### **Labour**

We have a multicultural workforce with around 45 nationalities out of approximately 1.100 employees.

We continuously monitor our sick-absence in DK and react to any fluctuations.



The following are the results for selected relevant topics in our employee satisfaction survey conducted in 2016. We believe that these results, which are generally better than the average survey score, signify that we have a good working environment.

On a scale of 1 – 7 (best):

*Motivation & Satisfaction*

- Sticks'n'Sushi 2015: 5,6
- Sticks'n'Sushi 2016: 5,5
- Average Survey Score: 5,2

*Commitment & Loyalty*

- Sticks'n'Sushi 2015: 5,7
- Sticks'n'Sushi 2016: 5,6
- Average Survey Score: 5,4

*Work Assignments*

- Sticks'n'Sushi 2015: 6,0
- Sticks'n'Sushi 2016: 5,9
- Average Survey Score: 5,8

*Professional & personal development*

- Sticks'n'Sushi 2015: 5,3
- Sticks'n'Sushi 2016: 5,3
- Average Survey Score: 5,0

*Change & Adaptability*

- Sticks'n'Sushi 2015: 5,8
- Sticks'n'Sushi 2016: 5,7
- Average Survey Score: 5,0

**Environment**

From January 1<sup>st</sup> 2017 – March 31<sup>st</sup> 2017, two part-time employees from the restaurants were engaged to conduct a project, where the focus was local CSR follow up in our Danish restaurants. The purpose of this project was to strengthen the company's focus on sustainability and on exploring whether our CSR policies and procedures are being complied with as well as where there is room for improvement. Based on this, a report with their findings was produced and the responsibility for continuous local follow up has been passed on to our Operations Managers in cooperation with our CEO.