



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

Period covered: July 11<sup>th</sup> 2017 – June 20<sup>th</sup> 2018

### STATEMENT OF CONTINUED SUPPORT

Copenhagen, June 20<sup>th</sup> 2018

To whom it may concern,

Sticks'n'Sushi is a group of restaurants founded in 1994. We operate 21 restaurants, hereof 13 in Copenhagen, 7 in the UK and 1 in Berlin.

In Sticks'n'Sushi, we take pride in being a socially responsible company, and sustainability is an important part of our DNA that is naturally interlinked with our core values. We believe in the triple bottom line; People, Planet and Profit and a holistic approach to CSR.

We want to serve sublime food without compromising the well-being of animals or the environment. But a meal at Sticks'n'Sushi is not the most direct route to sainthood. We have both the angelic and the wicked on our menu. Our overall environmental approach is that we are continually optimizing and improving ourselves, but at the same time we recognize our sins and are not afraid of showing them.

In the period covered in this COP, we have especially focused our efforts on one significant sustainability project: The REGA (Restaurateurs' Guarantee Scheme) industry cooperation. This will therefore also make up the majority of our COP.

We are proud to be part of the newly launched REGA initiative, which is based on the UN Global Compact and the UN Guiding Principles for Business and Human Rights, and is the first industry-initiative in the world to stringently apply the standard.

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, LABOUR, ENVIRONMENT & ANTI-CORRUPTION

### Introduction

Sticks'n'Sushi have joined the newly established industry-cooperation REGA (Restaurateurs' Guarantee Scheme) and are also part of the project's steering committee. REGA is an initiative that was launched by the trade association DRC (Denmark's Restaurants & Cafés) with the overall aim of lifting the level and reputation of the restaurant business.

At present time, 15 Danish restaurant companies have signed up for REGA, which was officially launched on May 30<sup>th</sup> 2018 in the UN-city in Copenhagen. For now, REGA is a Danish based initiative, but hopefully it can grow to take on an international scope in the future.

### What is REGA?

In short, REGA is a guarantee for prioritizing corporate responsibility and for implementing a management system for responsible operation defined by the UN Guiding Principles for Business and Human Rights.

More specifically, REGA is a set of regulations that frame the participating restaurateurs' common understanding of responsible operation in the restaurant industry. By signing the REGA charter, the participating companies aim to ensure a high standard in the restaurant industry and to contribute to develop and implement the obligations that have been defined by the UN Global Compact from 2000.

As a community of restaurateurs, REGA also provides a platform for exchange of experience.

With this, REGA aims to be a seal of approval that guarantees a high standard and brings the restaurant industry to the front, when it comes to CSR.

### Requirements for REGA participants

All REGA participants are obliged to work with the framework for sustainability in the UN Global Compact and to comply with the minimum standard for responsible corporate behavior defined by the UN and OECD's guidelines. The aim is to inspire the industry to identify areas where they can make an extra effort to contribute to sustainable development.

To do so, all REGA companies commit to joining the UN Global Compact as well as to:

- 1) Adopting a policy for commitment to social responsibility that complies with the UN and OECD guidelines.
- 2) Showing due diligence by carrying out regular impact-analysis that document the company's work with

assessing how they can identify, prevent and take action against possible negative impacts on social, environmental and economic sustainability.

3) Offering employees and others who experience negative impacts access to remedy.

4) Measuring the effects of the company's actions and communicating the results hereof.

The participation in REGA is supported by a CSR-function assigned to the project, but requires active contribution from the company and dedication of resources to the project as well as an annual fee of joining the cooperation.

See more on: [www.regadk.dk](http://www.regadk.dk).

## **MEASUREMENT OF OUTCOMES: HUMAN RIGHTS, LABOUR, ENVIRONMENT & ANTI-CORRUPTION**

### **Policy for commitment to CSR**

As a part of our REGA engagement, we have adopted a policy for commitment to CSR (see appendix 1), which complies with the UN and OECD guidelines.

### **Impact-analysis**

As mentioned above, another part of our REGA commitment is to conduct impact-analysis, where we identify, prevent or mitigate potential adverse impacts on the international principles for social, environmental and economic sustainability within the framework of UN/OECD, that we may cause or contribute to. When actual impacts occur, we will provide access to remedy.

This due diligence effort will be initiated primo July 2018, and we aim to complete it ultimo 2018. It will be carried out in cooperation with an external CSR consultant, and the results hereof will be communicated externally.

## **DESCRIPTION OF ACTIONS: ENVIRONMENT**

### **Revised menu card with green focus**

In addition to the REGA project, we have continued our focus on sustainable products and food in the past year.

One example is that in Denmark, we have shifted to an organic pork from the Danish farm Hestbjerg Økologi, where sustainability is the basis for all thoughts on the farm, and they constantly work on improving the pigs' welfare.



Furthermore, in June 2018, we launched a new menu card with a general focus on CSR. We have chosen a greener balance with more vegan options and we have cut out a lot of beef and tried new ways. Animal welfare has a high priority and organic products is a natural companion.

Finally, we have decided to focus more on our takeaway packaging going forward. We currently use PET plastic, but we have decided to gradually phase it out, in order to make a total stop before the year 2022.