

CHEVAL



UN GLOBAL
COMPACT
– COMMUNICATION
ON PROGRESS
MAY 2021

BLANC



WELCOME TO OUR COMMUNICATION ON PROGRESS (COP)FOR 2021

I am pleased to announce that Cheval Blanc Kantiner A/S continue to conduct our business in accordance with the United Nations Global Compact and its Ten Principles related to Human Rights, Labour Rights, the Environment and Anti-corruption.

As our business continues to expand, so does our responsibility to ensure a responsible business conduct in all aspects of our daily activities. More than ever, we need to focus our efforts on developing innovative partnerships to find sustainable solutions to the many social and environmental challenges that our world faces today.

One of the main concerns within the food and catering industry, are the many tons of foods and raw materials which are wasted every day. In 2020/2021, the buffets in our canteens have been switched to single-plated meals, and our company has managed to reduce food waste to contain only the un-edible parts of vegetables and fruits. The consumption of meat is another area of concern due to high levels of CO2 emissions. This year, we have created a new tool to monitor meat consumption, and our staff has been educated to create delicious servings with plant-based and sustainable ingredients. As a result, we have reduced the meat consumption among our guests and increased the proportion of plant-based ingredients in every meal that is served.

Further, I am happy to announce, that we now run three out of the ~~nine~~ canteens in Denmark with the Nordic Swan Ecolabel. And this year, we work towards ensuring that 75% of all our canteens achieve at least the organic silver certification from the Organic Cuisine Label, where 60-90% of the used ingredients are organic.

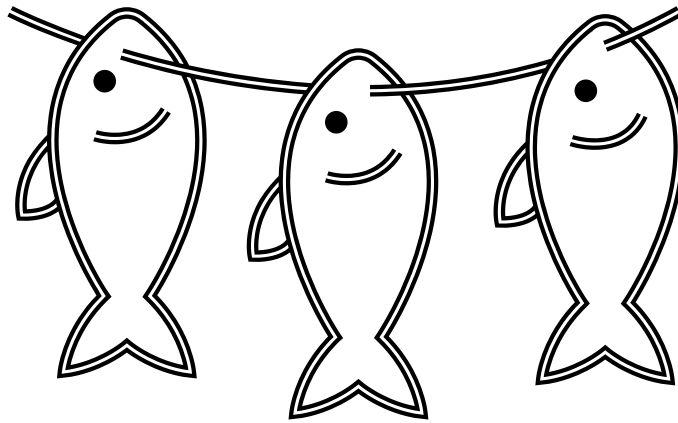
The year 2020 and 2021, is a time that will be remembered for the COVID-19 pandemic. Not only has this disease affected human health and taken millions of human lives across the world, but it has also caused serious economic, social, and psychological consequences affecting societies and businesses. I am proud of our employees and the way they have handled this very difficult situation. They showed solidarity by accepting a period with lower salaries to avoid firing rounds among colleagues, meanwhile they managed to finish their training courses despite distance working and national lockdowns.

As society slowly reopens again, we are looking very much forward to welcoming our guests back into the canteens to enjoy our delicious green meals.

Yours sincerely,



Claus Tingstrøm
CEO



About Cheval Blanc Kantiner

Cheval Blanc Kantiner A/S was founded in 1994 by professionals with great experience in the restaurant industry. We are specialists in canteen operation, and we operate 90 canteens throughout Denmark within the private, public, and public-private sectors. Around 400 employees are daily serving lunch for approximately 23,000 people across Denmark. In 2018, Cheval Blanc Kantiner A/S merged with Claus Tingstrøm A/S and is now owned by Italian caterer Camst International s.r.l. (80%) and Claus Tingstrøm Holding (20%)."

Member of Danish Service Industry Employers' Association

Cheval Blanc Kantiner A/S is a member of the Danish Service Industry Employers' Association, and is awarded with a guarantee marking, which means that we meet all the requirements of the Service Standard. We further meet the most stringent requirements of the industry regarding financial certificates, quality level, environmental efforts, working environment, human resources, education, and subcontractors. Danish Standard continuously monitors compliance with all requirements to which our company is also subject.





SUPPORTING THE UN SUSTAINABLE DEVELOPMENT GOALS



Since 2010, Cheval Blanc Kantiner A/S has been a proud member of the United Nations Global Compact family and worked to promote a responsible business conduct within the areas of social and environmental sustainability, together with a no-tolerance policy on corruption. Our code of conduct is based on the Ten Principles of the UN Global Compact which are aimed to ensure a responsible and fair business for all those who are affected by our activities. In addition, the UN Sustainable Development Goals constitute an important framework which supports and guides our sustainability efforts, and which we have integrated into our core business.

While we consider all 17 SDGs as equally important and interconnected, we believe that we can create the greatest impact by concentrating on those areas which are most relevant to our business. In 2020, our focus has been on strengthening and developing strategic partnerships for sustainability, reducing food waste, and ensuring a responsible consumption.

We mainly focus on the following SDGs:

- Good health and Well-being
- Quality Education
- Responsible Consumption and Production
- Climate Action
- Life below water
- Partnerships for the goals.



SDG	Commitments
Good Health and Well-Being	<p>Good Health and Well-Being We focus on plant based meals and use the new Danish recommendations for healthy eating as a guideline in our menus. We educate our chefs in plant based meals and by serving single plated meals. We can help our guests to eat healthy and the correct amount.</p> <p>https://stateofgreen.com/en/partners/state-of-green/news/denmark-introduces-official-climate-friendly-dietary-guidelines/</p>
Quality Education	<p>Our employees are trained through our unique training and education program. Annually, the program is updated to ensure that we follow the latest research and knowledge about sustainable and healthy cooking.</p>
Life on Land	<p>Through our strategic partnership with Aarstiderne A/S, we have been able to gain important insights on how we can participate to secure the best way of growing the vegetables and fruits that we use in our canteens.</p>
Responsible Consumption and Production	<p>We have initiated projects to reduce food waste, manage available resources more efficiently, and increase the amount of organic raw materials in our meals. Our “Gastronomic Compass” initiative promotes responsible consumption by focusing on the raw materials used in our daily production.</p>
Climate Action	<p>We run three of the five canteens in Denmark labelled with the Nordic Swan Ecolabel. The certification guarantees that the canteens comply with strict standards for reducing the environmental impact of their daily activities. This implies that the canteens have a focus on cooking meals with a certain proportion of organic raw materials, conserving energy, and sorting waste. Further they act as inspiration to other parts of the industry and our canteens in general.</p> <p>We monitor our carbon footprint from the meat consumes in our canteens and have set goals for reduction.</p>
Life below water	<p>We always use responsibly sourced fish in the dishes we serve to our guests and customers. We always make sure to stay updated on The Danish Red List, which provides an overview of endangered species.</p>
Partnerships for the Goals	<p>We rely on partnerships with customers, suppliers, consumers, business partners and other like-minded actors to achieve our sustainable goals. Our partners must comply with current legislation and conventions for a responsible and sustainable business conduct. We maintain an ongoing dialogue with our suppliers on quality, transportation, packaging, seasonality, and sustainability. In addition, we always look for strategic partnerships which can enhance our performance and positive impact on the SDGs.</p>
Decent work and economic growth	<p>We believe that economic growth provides a strong potential to create decent work and employment opportunities and thereby reduce informal employment. It is our responsibility to capture this potential and ensure that the economic growth is inclusive and accompanied with safe and secure living and working conditions for all those who are involved in or affected by our activities across the supply chain. Within the food and catering industry, employees and workers are in many ways working in high-risk areas where accidents and injuries can occur, and where unhealthy working conditions are often found, especially in developing countries. The safety, health, and well-being of our employees and others who are involved in our operations, is therefore a top priority to us.</p>

HUMAN RIGHTS AND LABOUR RIGHTS



GOOD HEALTH AND WELL-BEING

A healthy diet is closely linked to a better performance at work, a better life quality, and a longer life! Our modern societies of today are fighting with obesity and lifestyle diseases due to a sedentary and busy lifestyle, combined with a food culture containing high amounts of sugar, fat, and processed foods. Each day, more than 116 million meals are produced and served by our group to our guests and customers. We therefore know that our decisions on nutrition have an important impact on many people's lives. Access to healthy meals during the day are essential to the health and well-being of our guests. Our responsibility does not only concern the meals that we serve in our canteens during working hours, but we also need to provide information and awareness of the benefits of healthy eating habits. We strive to contribute to a general improvement in our food culture and we want to inspire our guests to adopt their healthy eating habits from the canteens by introducing new ways to prepare green, sustainable, and delicious meals. As part of our health concept, we offer our guests to bring home recipes from our meals, to develop good habits.

Our employees are our most valuable asset and the core of our success. Providing a healthy and safe working environment is therefore a top priority to us. At our own locations we have safety systems and measures in place for preventing accidents, injuries and health problems related to the physical and mental well-being of our employees. This includes that we provide the correct equipment and a system to report any injuries so that we can work on minimizing these in all aspects of our business. The psychological working environment is also an important topic to our industry, but it is often seen as secondary to physical risks at work. We work against discrimination and harassment within the workplace, and we wish to increase our focus on this topic in the future. We are pleased to inform that we have not observed or received any reports concerning human rights violations, injuries, or accidents on our facilities during this reported period. Some of our suppliers operate in countries where workers are exposed to undue risks in their workplaces. It is important that we buy ethical and ecological products, as far as possible, to undermine the

risk of people working with pesticides. All our suppliers must sign our Code of Conduct to ensure that they understand and adhere to the principles of UN Global Compact and our strict business ethics. Compliance with these principles is difficult to control and therefore we rely on close collaboration with our supplier to ensure an ongoing dialogue on these topics. The COVID-19 pandemic was a sudden and drastic change to our daily lives - especially at work. At Cheval Blanc we are taking this evolving situation very seriously and we follow the latest recommendations from the health authorities about precautions to protect the safety and well-being of our employees, customers, guests, business partners and community. As soon as the government announced the first lockdown, we decided to send home our employees from work while receiving full payment. We are extremely proud of the goodwill and cooperation we have seen from our employees during these very difficult times. A 99.5% of our employees agreed to reduce their wages until 2021, so that everyone could keep their job.



QUALITY EDUCATION

At Cheval Blanc Kantiner we run a unique training program through which our employees are educated and trained to explore and improve their competencies – both at a professional and a personal level. We want our employees to take great pride in their position at Cheval Blanc and we want to cultivate and strengthen their passion for cooking. Every year, the educational program is updated to ensure that we offer high-quality courses covering a wide range of themes that meet the evolving needs of the food industry. The course content includes lessons in cooking skills and techniques, the latest food trends, nutrition, as well as hygiene and safety at work. In addition, we offer Danish courses to prepare our foreign staff to meet the basic language requirements at work which ensures a smoother integration in the workplace. To drive a sustainable business, we must first and foremost engage our employees by promoting a sustainable mindset that is incorporated in every given task that they undertake. In 2021, our educational focus on plant-based foods and green meals has intensified and it will continue to do so with more courses and webinars on sustainability, as we believe that the future canteens are green.

HUMAN RIGHTS AND LABOUR RIGHTS

This year, we have extended our education program and created an app for our employees to facilitate the continuation of our communication to the employees and their education despite the COVID-19 lockdowns. It is important that our employees feel motivated at work, and that they see a possibility for continuously learning and developing their professional skills by working with us. We are very proud to see how our employees have managed to participate in the education programs despite the difficulties caused by the Covid-19 situation.

DONATIONS TO CHARITY

We have decided to convert the Christmas presents that we usually give to our customers into donations to charity that support and represent our values. In 2019, we chose to give our donations to a social project run by Save the Children - a total of 36.000 DKK was donated. Just like lunch breaks are important for the mental well-being at work, so are the temporary breaks that we can provide to vulnerable children and young people who are finding it extra difficult to cope with the

many requirements of today's society. Especially during the COVID-19 pandemic, we know that these vulnerable groups are particularly hard hit and that the donations are needed. In 2020, we chose to gift our employees with sustainably produced spices and biodynamic Prosecco wine. The change has been well received by our customers and we will continue the success with sustainable Christmas presents in the future.





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RESPONSIBLE CONSUMPTION AND PRODUCTION

At Cheval Blanc Kantiner, we have a great responsibility to ensure a responsible consumption and production of all products and services related to our business activities. This includes initiatives such as reducing food waste, managing our resources better and more efficiently, increasing the amount of organic fruits and vegetables in our servings, and reducing the amount of CO₂-heavy meat. To reduce our negative impact on the environment, we need to engage our employees, suppliers, customers, and consumers in everything that we do to improve our sustainability efforts.

LOCAL SUPPLIERS AND PARTNERSHIPS

One of the keys to conducting a sustainable business, is to ensure close collaboration and partnerships with locally based food suppliers. At Cheval Blanc Kantiner A/S, we have a no-flight policy, and we aim to source all our ingredients from local businesses and farms with locally grown raw materials. This avoids the long transportation distances, it saves energy, and it prevents waste. When we use raw materials produced in countries outside Denmark, they must be in season, and we continuously work to increase the use of seasonal available products in our meals. Every time we contract with a new supplier, sustainability plays an important role in our negotiations and dialogues. In 2019, we joined a collaboration with the Danish organic food producer, Aars-tiderne A/S, which supplies a large portion of the vegetables and fruits that are available in our canteens. The collaboration has been a great success and an important inspiration to our business. Our common work on the sustainable development goals has served as a driver to promote sustainability within our company, and it has proven to us, how much we can achieve through these partnerships. Every quarter, Aars-tiderne A/S measure the carbon footprint of the raw materials that they supply to customers, and they create initiatives across their business to ensure environmentally friendly practices. As part of our collaboration, the gastro-nomic developer from Aars-tiderne, Sanne Venlov, visits our kitchens to help us with ensuring greener purchases and to guide the transforming our menus from traditional to more plant-based solutions. We now offer a different canteen menu than the previous years in which the plant-based ingredients are primary, and the meat is secondary.



ORGANIC FOOD

For 2021, it is our goal that 75% of all our canteens obtain the organic silver certification, which is the next highest certification within the Organic Cuisine Label. The silver label indicates that 60-90% of the ingredients that we use in our eatery are organic ingredients. Currently, we produce food for 62 customers divided on 83 canteens, and we have obtained 29 bronze labels (30-60% organic ingredients), 11 silver labels, and 1 gold label (90-100% organic ingredients).

The COVID-19 lock-down has maintained our canteens closed during most of the pandemic, which until now has prevented us from applying for the bronze certifications which we had planned for in 2020. In 2021, all the offers that we have made in relation to new customers have involved a silver certification as a minimum. All new customers have accepted the task of obtaining this minimum standard for their canteens within the first three months after start-up. We are very excited for the gradual reopening of our canteens during the spring/summer of 2021, as this enables us to resume our efforts on delivering organic and healthy ingredients to our customers.

REDUCING FOOD WASTE

Each year, around one third of all the food that the world produces is wasted, and important natural resources are lost. For many years, we have been working to improve our waste management in all activities related to our business. Food waste is one of the areas where our industry has the largest negative impact on the climate, and we know that Cheval Blanc Kantiner must be part of the solution to address this challenge. In 2020/2021 we intensified our work with preventing food waste to lower our carbon footprint. We know from our recent analysis and measurements of food waste that plated meals produce less waste than buffets. Therefore,

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we have decided to skip the buffets in favor of serving single portions to our customers. During the COVID-19, up to a 30% reduction of food waste was registered in our kitchens and canteens, which is a much greater reduction than our 5% target goal for 2020. We hope that this trend will continue as more customers return to the canteens. Currently, the measurement of food waste has been paused due to the extraordinary circumstances we are in, but we will continue our focus on maintaining the single portion policy in the future. The change provided in our product and production has given us a new and valuable understanding of ways to reduce waste and save our planet's resources. We are happy to have reached a point where the waste that we produce today is only the un-edible type of waste. We will continue to measure our food waste to ensure that we maintain our new standards. The work is not done yet, and we will keep searching for new ideas and innovative solutions that can make sure that our waste is further reduced and recycled in the future.

To minimize the amount of food waste in our canteens we:

- Analyze our food waste in all canteens and follow up with further initiatives.
- Provide mandatory courses for employees in the areas of food waste reduction.
- Serve single portions instead of buffets.
- Inform our guests in the canteens by running information campaigns on how to reduce food waste.
- Collaborate with Daka ReFood, which collect and recycle food waste and used cooking oil. The collected food waste is used in the production of biogas - a green and CO₂-friendly alternative to incineration.

CLIMATE ACTION

NORDIC SWAN LABEL

In 2021, Cheval Blanc Kantiner A/S will be running three of the five canteens in Denmark which are labelled with the prestigious Nordic Swan Ecolabel. The certification guarantees that the canteens comply with strict standards for reducing the environmental impact of their daily activities. This implies having a focus on cooking meals with a certain proportion of organic raw materials, conserving energy, and sorting waste. In addition, we only use eco-labelled cleaning products for the cleaning of our canteens. We always strive to raise the standards on sustainability when we contract a new canteen. We offer a green innovation check to all our customers to help them identify the areas where improvement can be made and integrate solutions that help to reduce waste and save energy.

CLIMATE MONITOR FOR GREENER MEALS

Meat and dairy account for approximately 15% of global greenhouse gas emissions which lead to climate changes. As a producer and supplier of food, we have a responsibility to work towards reducing CO₂ emissions and the negative impact it has on people and the planet. Our new climate monitoring tool measures the CO₂ footprint caused by meat consumption, which is one of the most contaminating foods consumed in traditional cuisines across the globe. By changing the types of meat that we eat, we can create a 40% reduction of our carbon footprint. Our goal is to create a total of 25% reduction across our canteens. To succeed with our mission, we need to educate our employees and engage our customers, suppliers, business partners, and guests in the canteens.

As the first in the canteen business, we have developed a CO₂ calculator for calculating the CO₂ footprint from the meat consumed in our canteens.

Our meat suppliers deliver the numbers of kilos used in each canteen and our calculator can calculate the kilos of the different meat types and their respective climate impact ranging from a light to a heavy impact.

Our headchefs can follow their carbon footprint month by month and work on their menus to reduce further. To educate our chefs in this process. We have created courses and webinars to teach our employees about ways to switch from meat to plant-based meals, and we maintain a continuous dialogue with our customers to ensure that we make the most climate-friendly decisions within our collaboration. Further, we are developing a customer app which guides our customers towards a more climate-friendly path and helps them to make a better forecast of the daily food intake in the canteens.

In 2021 we will have finished developing an app, that will be used by the guests, who will contribute with data on the amounts of food that each guest has consumed, and it will indicate how much CO₂ emission the specific amount of food counts for. The data will provide us with valuable information on the percentages of organic food intake and give us a better understanding of the current consumption levels and areas that we can improve. We see the customer app as an important tool to create awareness on sustainability among our customers, employees, and consumers, who we want to help to make better informed and more sustainable food choices. With this initiative, we believe that we can contribute to a general change of attitude and culture in our eating and consumption habits.

In June and December, we will evaluate the status of the CO₂ monitoring from our canteens to see if any adjustments are needed to reach our target.

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Our procedure for reducing our carbon footprint is as follows:

- Baseline measuring and reduction – tracking our carbon footprint from meat.
- Data collection – tracking consumer behavior and consumption patterns.
- User Surveys – we conduct a survey among our guests in the canteens, to find out how they prefer the reduction (one vegetarian day a week, less meat in each portion, beef and lamb excluded from meals, etc.)
- Evaluation of collected data: used to create more sustainable meals and eating habits.
- Awareness – empower customers and guests to make more sustainable, informed choices.

PACKAGING

Disposable packaging for foods is practical and it helps the food to stay fresh and eatable for a longer time, but it also contaminates the environment and takes from the planet's resources. At the beginning of the pandemic, our use of disposable packaging was a great concern to us, but as we started to work on reducing our CO₂ emissions, we have been able to improve this part of our sustainable efforts. Currently, we continue to use more disposable packaging than normal, and we do not expect to be able to change this in the nearest future, due to customers' requirements. Today, we use food boxes where 70% of the food box is produced with recycled plastic. We continuously strive to keep up with the development and innovations on packaging that efficiently conserves the food, and we always seek the market for sustainable alternatives.

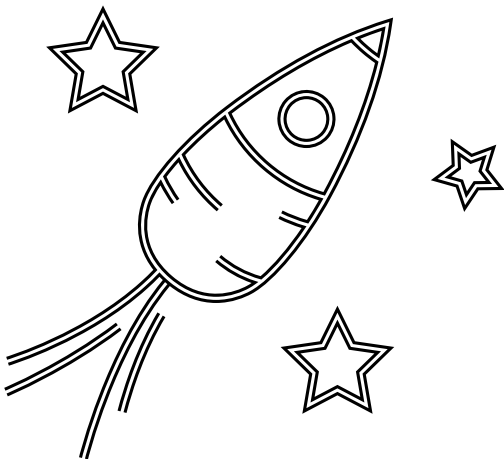
ANTI-CORRUPTION

In accordance with the UN Global Compact guidelines, Cheval Blanc Kantiner A/S has a no-tolerance policy against corruption, including fraud and bribery. We require all employees and partners across the supply chain to follow the national and international laws, standards, and regulations on anti-corruption, and this applies to all activities related to our business. No incident of corrupt practices or other types of related violations has been reported to this date. We will continue to focus on this matter and ensure that our employees and partners are familiar with our anti-corruption policy.



KEY TARGETS FOR 2021

- All new canteens will get the organic silver label within the first 6 months of operation
- 75% of our 'old' canteens must at least be certified with the Organic Cuisine Label's silver certification, which indicates 60-90% organic products in the eatery.
- More than 80% of all our canteens must serve organic vegetables and fruit.
- Reduce our CO₂ emissions by a 25% across all our canteens
 - By serving more plant-based meals, reducing use of beef and lamb and choosing meat types with a lower carbon footprint for our menus.
- Introducing a new measuring system for food waste, that take into account the change to single plate service instead of buffet.
- All our take-away must be packed in sustainable packaging. PET or APET, produces with more than 70% reused plastic
- We aim to eliminate single-use plastic products.
- Work against all types of discrimination and harassment within the workplace and in our kitchens.



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