

UN GLOBAL COMPACT COMMUNICATION ON PROGRESS 2022

WE SUPPORT



Wedo

THE COMPANY

Wedofood ApS (Wedo) was established in 2006, by Andreas Boros and Karsten Kofoed in a small room in Frederiksberg. The foundation was Karsten's and Andreas' great passion for great food and good ingredients, embraced by the desire to create a good workplace. Today, Karsten Kofoed is no longer a part of the company and Wedo is owned by Andreas Boros, who also contests the role of CEO.

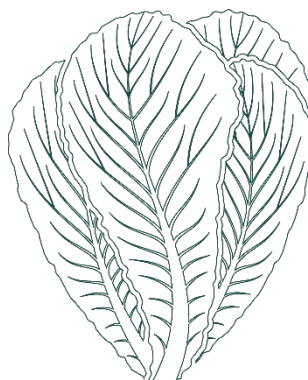
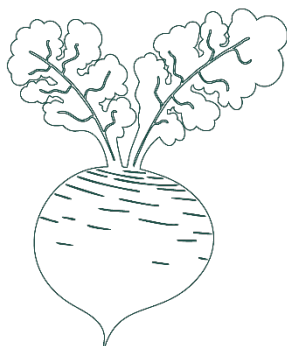
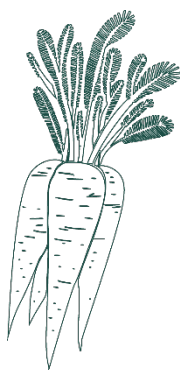
Originally, Wedo was a catering company, but when it was decided to move to larger premises in Kødbyen, which at the time was a budding food mecca, it was obvious to use the store space for a takeaway concept, and the salad section was added. Wedo opened their first store in 2009. It was, and still is unique, that as a guest at Wedo you can mix your own salad of fresh ingredients on site at a good price, and the concept took off. It quickly became clear that the interest in freshly mixed salads was great, and quickly Wedo stopped catering and instead focused 100% on developing the salad concept.

VISION

At Wedo, we believe in a balanced life with room for self-pampering, and we want to help our guests choosing healthy food in a hectic everyday life.

CSR STRATEGY

Wedo has been a part of the Global Compact since 2020, which is the world's largest voluntary initiative for responsible companies, and we are thereby committed to communicating openly about the progress we are making towards the UN Global Goals (SDG). Among other things, this has led to improved conditions for our employees, better and more sustainable products and an increased awareness of having the least possible impact on the planet. In our everyday business that's means we make an effort to support the local communities we are part of. This can be in the form of donations to local charities, sponsorship agreements with sports teams for children or giving something to those who do not have the most.



1.STATEMENT OF CONTINUED SUPPORT BY THE OWNER

To our stakeholders:

I am pleased to confirm that Wedo reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture, and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.



Sincerely yours,

Andreas Moi Boros

CEO

2. DISCRIPTION OF ACTIONS

Each year, in our due diligence process we will focus on how we can minimize the risk of adverse impact on human rights, labor, environment and anti-corruption, which covers the same area as Global Compact's ten Principles. Global Compact Denmark (GCDK) is the local network for Danish companies, and part of the UN's global sustainable business initiative, Global Compact.

Wedo is an active member and supports UN's Global Compact where we commit to using The Ten Principles for our sustainability work.

The Ten Principles of the UN Global Compact

Corporate sustainability starts with a company's value system and a principles-based approach to doing business. This means operating in ways that, at a minimum, meet fundamental responsibilities in the areas of

human rights, labor, environment, and anti-corruption. Responsible businesses enact the same values and principles wherever they have a presence and know that good practices in one area do not offset harm in another. By incorporating the Ten Principles of the UN Global Compact into strategies, policies, and procedures, and establishing a culture of integrity, companies are not only upholding their basic responsibilities to people and planet, but also setting the stage for long-term success.

Human rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses.

Through our impact analysis, we have identified a possible contribution to a negative impact on 25 of the 48 human rights in total and no potential severe negative impact.

We acknowledge that the tone and interactions in the restaurant industry is challenged in relation to preventing adverse impacts on the right not to be subjected to degrading treatment, and that changing this culture may acquire a long-term focused effort by ourselves and the industry. Wedo wants to be a safe workplace for everyone, therefore Wedo has hired a Head of People & Culture team member who will implement different actions towards a better and safer workplace.

Wedo has in 2022 implemented voluntary pension scheme with social security including social insurance for all employees paid by the hour and will keep working on improving possible negative impact.

Labor Rights

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

Principle 4: the elimination of all forms of forced and compulsory labor;

Principle 5: the effective abolition of child labor; and

Principle 6: the elimination of discrimination in respect of employment and occupation

Wedo does not have a collective agreement, which is a common occurrence within our industry.

Wedo supports the eradication of all forms of forced labor and supports the abolition of child labor, and we expect our suppliers to at least live up to the same standards and at least applicable legislation.

All our employees are over 18 years of age, and the recruitment of staff focused on special teams to our company culture and other skills. To eliminate discrimination in employment and occupation, as we have many employees with other ethnic origins than Danish, Wedo has decided to make all necessary information available in English and are currently working on implementing this at the company intranet. All employees have access to the company intranet and thus the handbook, staff training, guidelines and so on.

Wedo's action to improve conditions for female employees entails that Wedo now have a policy for paid maternity leave. We are also aware of the challenges for employees who are or have become parents - especially mothers- to work weekends and evenings, and we have made it possible to be a manager at Wedo and only work during daytime.

As the company develop, we will continue to implement actions towards less negative impacts. Wedo has clear policies for conduct in the workplace and does not tolerate discrimination. In 2022, Wedo will additionally implement a whistleblower scheme

Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges.

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Through our Environmental impact analysis, we have identified a possible contribution to a negative impact on 9 of the 20 impact assessment.

We recognize we have a significant risk of food waste since we handle food as a main part of our business. This is an area we at Wedo have a significant focus on minimizing. Our concept is that we only mix salads on site when guests are ordering, this way we will not throw out food that is not sold. In addition, we order vegetables that have already peeled and been cut so that peel etc. can be used elsewhere in production.

At Wedo we have changed our cleaning agents to a more environmentally friendly brand furthermore we have an automatic dosing on the containers, so we do not overuse.

We are also aware that we have a possible negative impact as we use a lot of packaging for our take away food. We are constantly trying to choose packaging that is environmentally friendly. Through the trade association Danmarks Restauranter og Caféer (DRC), we are awaiting a new arrangement for a deposit on packaging.

These are all initiatives that we changed during the past couple of years. Wedo will continue to implement actions towards less negative impacts.

Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Wedo recognized that the hospitality industry has traditionally been perceived as an industry with incomplete accounts and bookkeeping. Since 2020 Wedo has outsourced accounting and bookkeeping to a supplier, and we use an external auditor to approve our accounting and auditing.

3. MEASUREMENT OF OUTCOMES

We measure our food waste and will have an increased focus on this in the coming year.

With our new People & Culture employee, we will have increased focus on key figures regarding illness and employee satisfaction and put it into system.

Related to the fact that we want to increase the focus on employee satisfaction and work with the culture in Wedo, we will start tracking our employee turnover and use this as a unit of measurement for whether we succeeded in our goal.

With this COP, Wedo hopes to spread the knowledge of what, why and how we work with CSR (Corporate Social Responsibility). In a way so all our stakeholders get a transparent and educational insight into the process.

