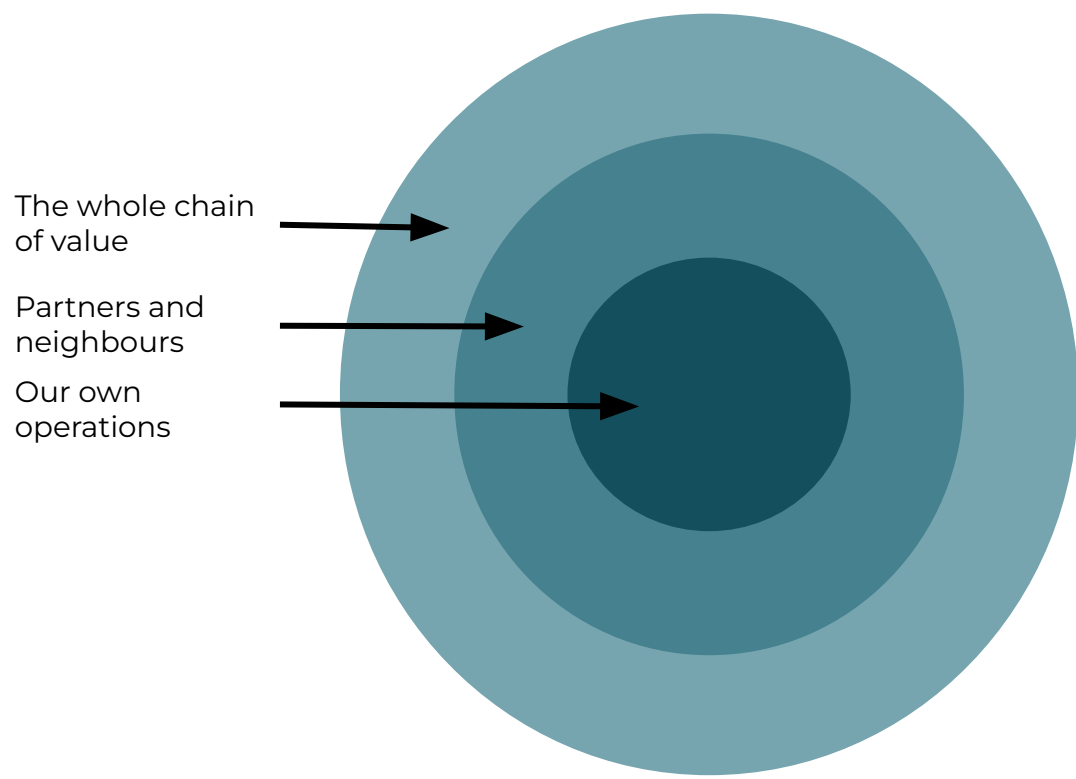


OUR DEFINITION:

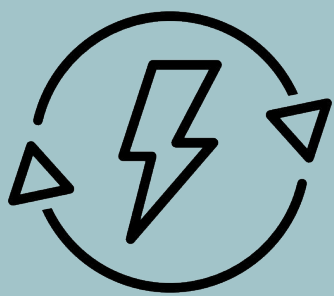


Sustainability for us means systematically evaluating and improving our impact on nature, climate and the social welfare throughout our entire value chain - from farm to fork to froth.

We structure our sustainability work on three levels - within our own operations, by working with our partners and neighbours and through the whole chain of value through advocating sustainability to our stakeholders.

By integrating sustainability into our daily routines as well as business decisions, we can create more value with fewer resources while producing an experience and service that takes greater account of the climate, nature and our fellow human beings. A more sustainable business contributes to more satisfied customers, a higher quality and a better financial result.

AREAS OF IMPORTANCE:



ENERGY

By creating more value with the energy we consume and reducing the usage of power, heating, gas, and petrol, we can lower our negative impact on the climate while saving money.

Goals 23/24:

- To lower kWh in relation to 1000 NOK in turnover from 14,8 kWh (22) to 13 kWh
- Snowmobile distance: no more than 1000 km

Actions 22/23:

- Monitor and communicate electricity usage monthly
- Phase out lightning lower than classification A
- Keep doors and windows closed
- Create a schedule the snowmobile and refrain from personnel transport
- Co-worker brainstorm
- Keep floor heating 4 degrees below heat fan temperature
- Install vents in Kasserolle's and Pilegrimen's kitchen
- Mapping of floor heating



WASTE

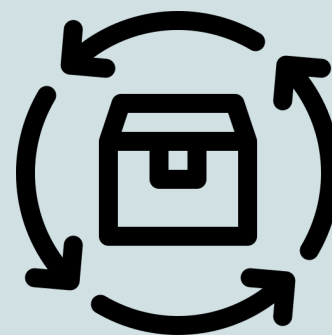
We strive to first and foremost prevent waste, and secondly to recycle waste by: Further reducing disposables, having an easy recycling process, using less packaging, and taking actions for less food waste.

Goals 23/24:

- To reduce kg waste/ 1000 NOK in turnover from 1,34 kg (22) to 1,3 kg
- To not add more, and further remove, 3 disposables
- All recyclables are recycled

Actions 22/23:

- Continuous updates on dish-sizes based on co-worker feedback
- Focus-product
- Switching to Ragnsells
- Ordering larger packages
- Expand introduction information about waste and recycling
- Recycle plastic wrapping
- "Svinn" soup in Pilegrimen
- Fries bowl in Fjällroa
- Vegetables as add on for kids burgers
- One napkin/person principle



PRODUCTS

Choosing products that are eco-labelled and organic/ local, and refraining from choosing products that are red listed by WWF or use air freight, is how we affect our stakeholders, the market and our own impact on nature.

Goals 23/24:

- 95% of chemicals used are eco-labelled
- Add/switch out to 1 eco-labeled product
- No air freight
- No uncertified palm oil
- 25% of meat and fish are RTRS-certified
- No red-list products
- At least 3 vegetarian dishes/restaurant
- To have best available packaging for drinks

Actions 22/23:

- Document and visualize added/switched certified product
- Reduce glass bottled beer
- Replace some read meat
- Not add products with uncertified palm oil
- Nag suppliers about sustainable alternatives



STAKEHOLDERS

Cooperation among co-workers, partners, suppliers and guests is key. By advocating for sustainability to our suppliers, educating our partners and co-workers, and communicating sustainability to our guests we can drive positive impact.

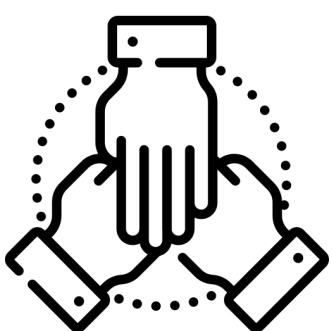
Goals 23/24:

- Equality for everyone
- Activity-programme for co-workers
- Climate friendliest option 5, 8, 12 & 13% of food orders
- All suppliers have responded to questions
- 8 eco-certified suppliers
- Keep position as leaders

Actions 21/22:

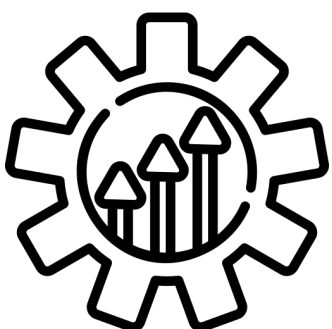
- 5 questions to suppliers
- Sustainability introduction
- 5% of profit to CSR-project
- Using English when communicating at work
- Equality is evaluated at co-worker appraisal
- Co-worker area in Spiseriet
- Promote climate-friendliest option
- Share knowledge
- Ask suppliers about how sustainability can increase

KEYS TO SUCCESS:



TEAMWORK

Only by working together can we achieve a positive impact. Commitment, involvement, and encouragement is needed from everyone, both to make the work fun and to make the work successful.



CONTINUOUS IMPROVEMENT

We reach our goals by taking a few steps at a time, and continuously evaluating the success of each action, as well as setting SMART goals and using backcasting to make sure we get there in time.



MILJÖFYRTÅRN CERTIFICATION

Through our certification with Miljöfyrtårn our sustainability work is reviewed by a third party, enhancing both the transparency and credibility. It also allows us ensure a certain quality of the work we do.