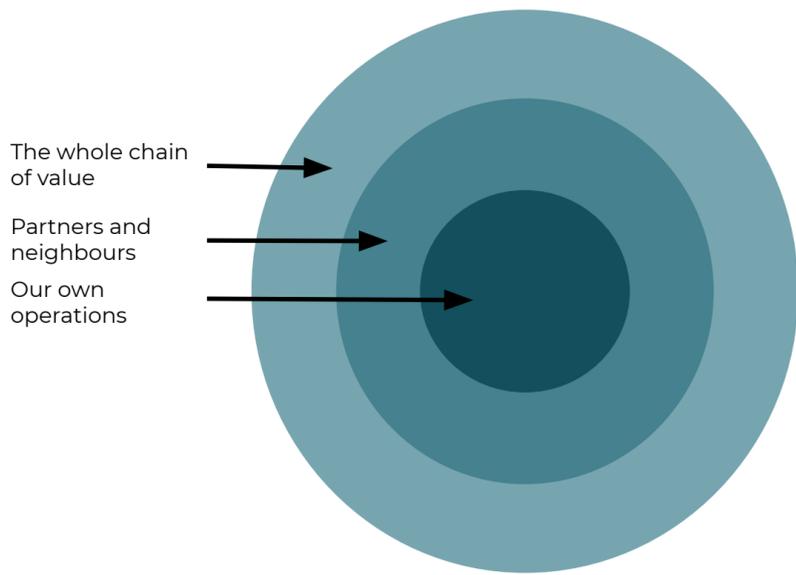


# OUR DEFINITION:

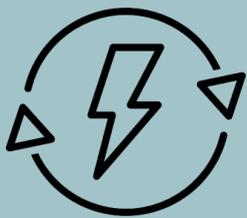


Sustainability for us means systematically evaluating and improving our impact on nature, climate and the social welfare throughout our entire value chain - from farm to fork to froth.

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 at the same time as we save money.

#### Goals 21/22:

- To lower kWh/ 1000 NOK in turnover from 28,4 kWh (2019) to 25 kWh
- To not use more than 600 liters of petrol
- To use 100% green energy for heating and power

#### Actions 21/22:

- Switching to green energy
- Phase out all lights that are lower than A in energy efficiency classification
- Keep doors and windows closed
- Unplugging devices
- Only necessary trips with the snow mobile
- Co-worker brainstorm



### WASTE

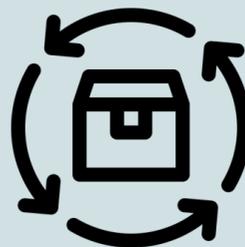
We strive to first and foremost prevent waste, and secondly to recycle waste by further reducing disposables, implementing a more effective recycling process, using less packaging, and taking actions for less food waste.

#### Goals 21/22:

- To reduce kg waste/ 1000 NOK in turnover from 3,3 kg to 3 kg
- Recycle plastic & paper
- To remove 5 disposable materials
- A more efficient recycling process

#### Actions 21/22:

- Continuous updates on dish-sizes based on co-worker feedback
- Measuring food waste
- Ordering larger packages to reduce packaging materials
- Making foodboxes of leftovers
- Mapping recycling process



### PRODUCTS

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

#### Goals 21/22:

- 95% of chemicals used are eco-labelled
- 100 (17 in 2020) products with eco-labelling (KRAV or other)
- 10% of all food and beverages are organic
- No air freight
- No uncertified palm oil
- 25% of meat and fish are RTRS-certified
- No products from WWF red lists are used
- Know the CO<sub>2</sub> per dish
- At least 2 vegetarian dishes/restaurant

#### Actions 21/22:

- Document and visualize certified products
- Calculate CO<sub>2</sub> per dish



### STAKEHOLDERS

For a more sustainable society cooperation is needed among co-workers, partners, suppliers and guests alike. By advocating for social and biological welfare to our suppliers, educating our partners and co-workers, and communicating sustainability to our guests we reach success.

#### Goals 21/22:

- Equality for everyone
- An activity-programme for co-workers
- Climate friendliest option 5% of total food orders
- 100% of suppliers have responded to questions
- 6 eco-certified suppliers

#### Actions 21/22:

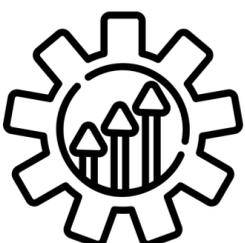
- 5 questions to suppliers
- Sustainability lecture
- Feature sustainable choices in menus
- Substituted ski-rentals
- 5% of profits to a CSR-project
- Using English when communicating at work
- Equality is evaluated at co-worker appraisal

## 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.