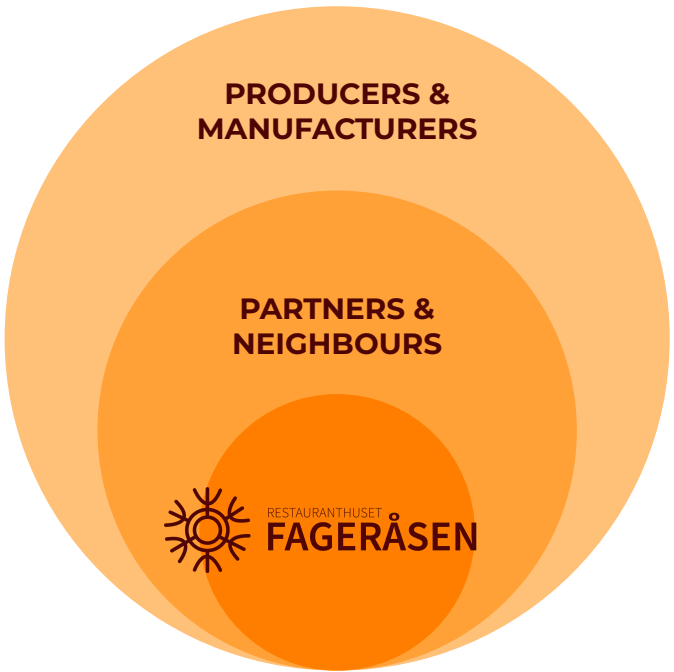




## OUR DEFINITION

For us, sustainability means continuously raising our ambition to protect nature and people. By weaving sustainability into everything we do, from everyday routines to strategic decisions, we create more value with fewer resources. Together, we aim to inspire responsible choices throughout the whole value chain – from our own operations, to our partners, and all the way to the producer. A sustainable business isn't just better for the planet—it leads to higher quality, happier guests and a stronger, more resilient future for us all.

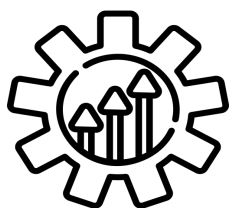


## OUR TOOLS



### TEAMWORK

Only by working together can we achieve a positive impact. Commitment, involvement, and encouragement is needed from everyone, both within our own operations and across our network.



### 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.



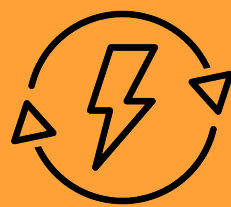
### MILJÖFYRTÅRN CERTIFICATION

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

COWORKER MEETING	BOARD FOLLOW UP	SKI STAR AUDIT	REVISION OF STRATEGY	MILJÖFYRTÅRN RE-CERTIFICATION
Monthly	3/year	2/year	1/year	1/year



## OUR FOCUS



### ENERGY

More value for less energy

#### GOAL

- To lower kWh/1000 NOK in turnover from 12,6 kWh (24) to 12 kWh
- Fjellroa specific: To lower kWh/1000 NOK in turnover from 15,96 kWh (24) to 15 kWh

#### ACTIONS

- Coworker brainstorm on keeping doors closed (delivery & hosting)
- Start tracking water use
- Install timer on gas and fan in Pilegrimen kitchen
- Find 3+ energy thieves and create routines to reduce them

#### ONGOING

- Monitor and communicate electricity usage monthly
- Turn down the heat in Pilegrimen to 15 degrees Sun-Tue
- Buy fossil free electricity
- Phase out lighting lower than classification A
- Set floor heating 4 degrees below heat fan temperature



### WASTE

Reduce and recycle

#### GOALS

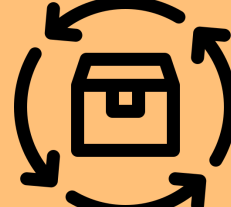
- To reduce kg waste including recyclables/1000 NOK in turnover from 0,82 kg (24) to 0,8 kg
- Recyclables are correctly recycled
- An easy and cost efficient recycling system

#### ACTIONS

- "Recycle Right" workshop with all coworkers
- Inventory of purchasing lists to identify disposables and short-lived products
- Check that the recycling setup is complete and labeled
- Replace 5 bottled beers with draft beer
- Demonstrate how to fill the Molok's
- Find & communicate 5 specific initiatives to reduce waste

#### ONGOING

- Monitor and communicate total waste monthly
- Updates on dish-sizes based on co-worker feedback
- To not add more disposables



### PRODUCTS

Change through choice

#### GOALS

- 100% of chemicals used are eco-labelled
- Know our certified products
- MSC/ASC marking on all fish and seafood products
- No red listed products
- No uncertified palm oil
- No air freight
- Coffee and Tea is RA / UTZ / SBF certified

#### ACTIONS

- Add eco-certified to the purchasing police
- Lecture on the certifications we use
- Inventory of purchasing lists to identify certified products

#### ONGOING

- Follow purchasing policy
- To not add more beef products
- Map eco-certified suppliers



### STAKEHOLDERS

Be influencers

#### GOALS

- Equality for everyone
- Inform & educate partners, suppliers, coworkers, and guests on our efforts
- Keep position as leaders in Skistar Norway

#### ACTIONS

- 0 tolerance for discrimination
- Sustainability introduction for all coworkers
- Display climate friendliest option/section in menus
- Display initiatives in 3 places/restaurant
- 5% of profit to CSR-project
- Find 1 partner and exchange ideas on sustainability
- Participate in 1 further training in sustainability
- Score a 6 for sustainability on SkiStars audits
- Challenge: Cross country ski 150km/participant

#### ONGOING

- 5 questions to suppliers
- Using English when communicating at work
- Equality evaluation at co-worker appraisal
- Co-worker breakfast, ski lessons & activities plan