

## Corporate Responsibility Policy

Copenhagen Food Collective was founded on the belief that a good meal should not be expensive. We wanted to create restaurants that allowed people to eat out often, and introduce new cuisines that could offer new gastronomic experiences to locals. We've been doing that since 2004, and we'll continue to for years to come. Our organisation is a community where we come together around the love of good meal. We - from floor to kitchen - believe that cooperation creates value. That if we work together, we can exceed both our own and, above all, our guests' expectations.

Our vision also makes demands, from the raw materials we use to the experience we create, and also in the big picture. We strive to always lead the way and raise the bar for our industry, making sustainability, animal welfare and ecology as a matter of course, and we will continue to innovate so that we can continue to contribute positively to the Copenhagen food scene and to our surroundings.

We know that our restaurants leave a mark on society, which is why we have made an active choice to make responsibility and sustainability a cornerstone of Copenhagen Food Collective, and we strive to live up to the principles in all aspects of the business. Through our membership of REGA, we have committed to responsible and sustainable behaviour, among other things by monitoring our positive and negative impacts on social, environmental and economic sustainability, based on the ten fundamental principles of the UN Global Compact.

We will continuously seek to prevent, mitigate and remediate potential negative impacts, and ensure transparency through regular open communication of our management of these issues. We will identify specific risks of negative impacts in our business and industry in general, in areas such as discrimination, harassment, health, environmental impact and corruption. We recognise, that our employees and guests are at particular risk of discrimination and harassment, and we have established measures to prevent and ensure that we can respond effectively to significant adverse impacts in this area. We also acknowledge that we have an increased responsibility to ensure that the gastronomic experiences we offer do not compromise the health and well-being of our guests, and we have an increased risk of negative impact on the physical and mental health of our employees. Running restaurants consumes many environmentally damaging resources, and we are committed to minimizing and mitigating our potential negative impacts in this area. We also identify that, in general, due to dependence on Danish authorities and regulators in the restaurant business, there is an increased risk of negative impacts on corruption, and we have therefore implemented strict guidelines in this area.

We recognise that we cannot carry out a responsible corporate policy alone, and therefore place requirements on our employees, suppliers and business partners. It is required and expected of our employees, to act in accordance with our Corporate Social Responsibility Policy in their daily work, and we will ensure this through adequate information, communication and ongoing follow-up internally within company. Through a Code of Conduct, we also ask our suppliers and partners to commit to minimising the risk of negative impacts on sustainability in accordance with the global minimum standard defined in the UN Guidelines on Human Rights and Business (UNGPs) and the OECD Guidelines for Multinational Enterprises Enterprises (OECD).

This Corporate Responsibility Policy is publicly available and reviewed every 2 years, as well as progress implementation and practice of the policy is reported annually in a Sustainability Report.

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Christian Lytje

