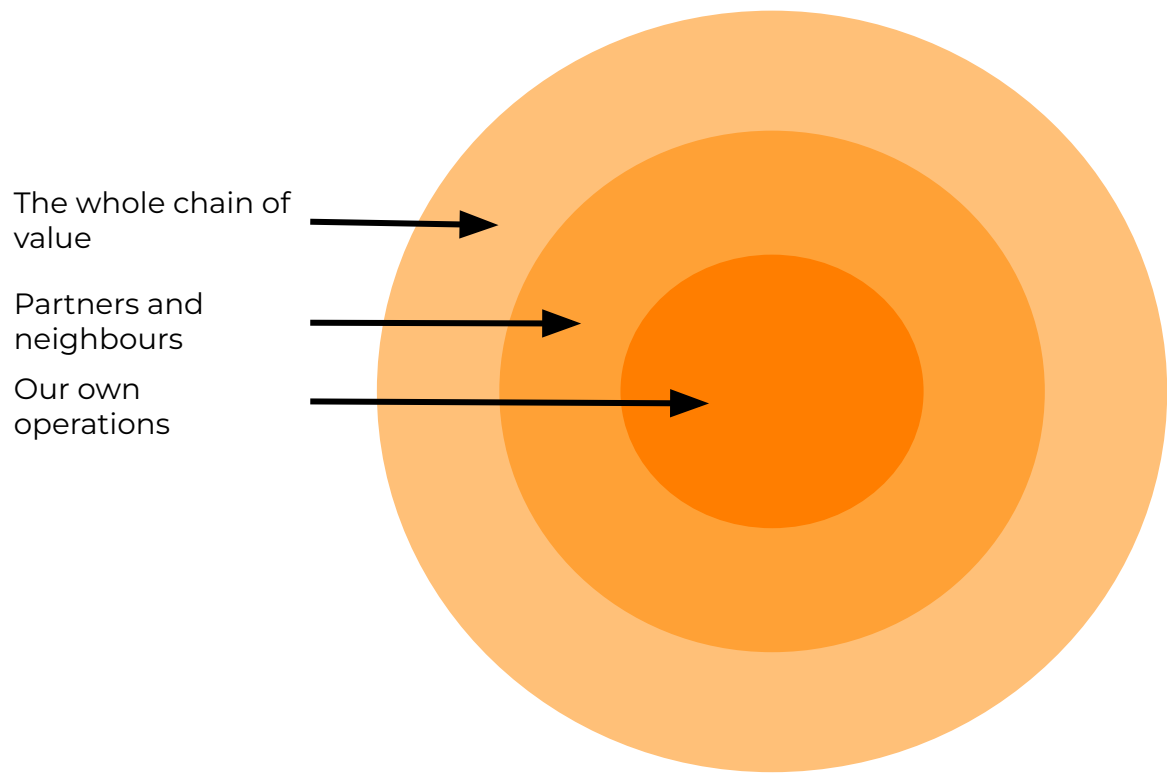


OUR DEFINITION:

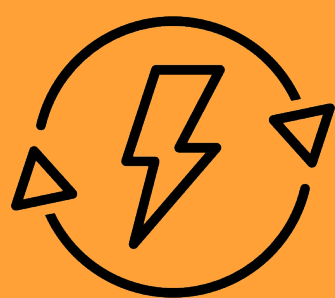


Sustainability for us means systematically evaluating and improving our impact on nature, climate and the social welfare throughout our entire value chain - from farm to fork to froth.

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 electrical power, we can lower our negative impact on the climate while saving money.

Goal:

- To lower kWh in relation to 1000 NOK in turnover from 13,4 kWh (23) to 13 kWh

Actions:

- Co-worker brainstorm on 5 actions to save energy
- Install plastic curtain in delivery entrance
- Install timer on vents in Spiseriet and Pilegrimen
- Set floor heating 4 degrees below heat fan temperature
- Ask Skistar about energy efficiency in new restaurant building
- New company vehicles are electric

Continuous actions:

- Monitor and communicate electricity usage monthly
- Turn down the heat in Pilegrimen to 15 degrees Sun-Wed
- Host from outside to keep doors closed
- Buy fossil free electricity
- Phase out lighting lower than classification A



WASTE

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

Goals:

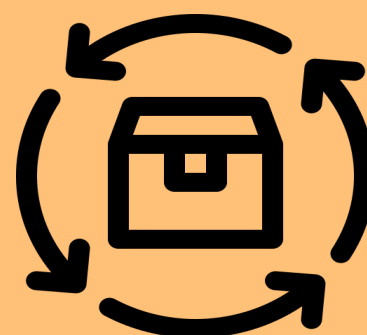
- To reduce kg waste including recyclables/ 1000 NOK in turnover from 1,34 kg (23) to 1,3 kg
- All recyclables are recycled
- A cost efficient recycling system

Actions:

- "Recycle Right" game at first staff meeting
- One napkin/person principle brainstorm
- Inventory of purchasing lists to identify disposables and short-lived products
- Control and ensure that the recycling system is complete and labeled
- Change recycling collection to Molok

Continuous actions:

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



PRODUCTS

Choosing products that are the most sustainable option available is how we affect our stakeholders, the market and our own impact on nature and people.

Goals:

- 100% of chemicals used are eco-labelled
- MSC or 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
- 25% of meat and fish are RTRS-certified
- To not add more beef products

Actions:

- Create purchasing policy
- Investigate RTST with Asko and Miljöfytårn

Continuous actions:

- Follow purchasing policy



STAKEHOLDERS

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:

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

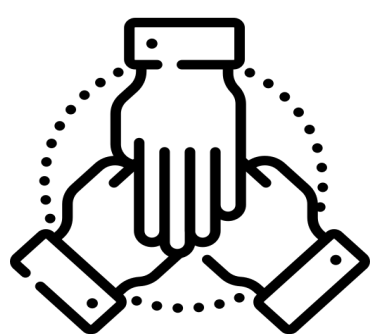
Actions:

- Display climate friendliest option/section in menus
- Display initiatives in 3 places in restaurants
- Sustainability workshop for co-workers
- 5% of profit to CSR-project
- 3 activities for sharing knowledge with partners
- Participate in 1 further training in sustainability
- Score a 6 for sustainability on SkiStars audits
- Map eco-certified suppliers

Continuous actions:

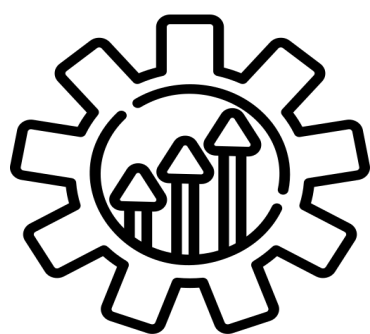
- Send and document questionnaire to suppliers
- Using English when communicating at work
- Equality evaluation at co-worker appraisal
- Co-worker activity plan and evaluation

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 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 Miljöfytårn 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.

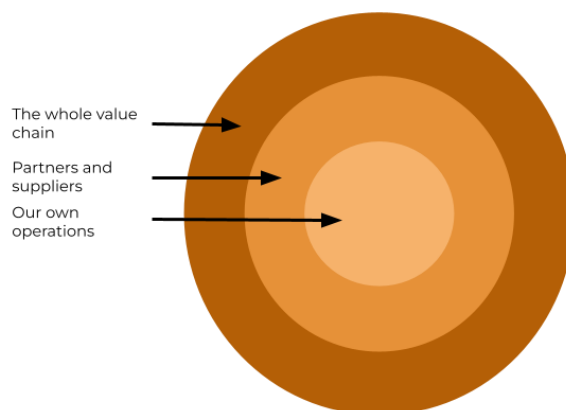


RESTAURANTHUSET FAGERÅSEN

This is how we define sustainability:

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

We structure our sustainability work around three levels – within our own operations, by collaboration with our partners and suppliers and throughout the whole value chain by advocating sustainable values to all our stakeholders.



Examples of Processes:

Sustainability Strategy

- Grounded in concrete actions and goals
- Based on continuous improvement
- Guides all business decisions
- Focus areas are energy, waste, products and stakeholders

Stakeholder Involvement

- Brainstorming solutions and improvements with our team
- Suppliers included in sustainability efforts
- Sharing our experience with neighbours

Certification

- Certified by Miljöfyrtårn for environmental standards

Examples of Actions:

- Choosing a fossil free energy supplier
- Identifying and sealing heat leakages
- “Reduce above Recycle” by removing single use materials
- Monthly follow up on portion sizes for minimal food waste
- 2 of 4 restaurants feature beef-free menus
- No purchasing of products that are on WWF’s Red List
- Including and enabling our guests by highlighting the most climate friendly option in menus
- Each year, 5% of the profit goes to a social or environmental charity organisation

Examples of Achievements:

- We have reduced our waste per turnover by more than 50% since 2021!
- We are the only restaurant with the highest sustainability ranking in SkiStar Trysil and Hemsedal
- We have successfully put sustainability on the agenda in our supplier relations
- We have decreased our internal CO₂-footprint