

Hærværk JEDI 1.0

Justice, equity, diversity and inclusion

Integrity, responsibility and community

At Restaurant Hærværk, we commit to running our restaurant with respect for people, craftsmanship and the surroundings of which we are part. This applies in the kitchen, in encounters with our guests, in the role we play in Aarhus and in the professional community in which we work.

For us, JEDI is not about impressive words but about decency in practice: creating a workplace with clear expectations, mutual respect and room for difference; taking responsibility for how we work together, learn from one another and develop as a team; and running a restaurant in which people, professionalism and responsibility belong together.

We do not believe that a good workplace is something you sign up to once and for all. It is created and adjusted every day. We continually review and improve the framework in which we work, from the staff handbook and meeting structure to expectation-setting and daily practice. Not because we believe we are finished, but because we know there is always more to learn and improve.

Apprentices and young people are not merely extra hands. They are part of the craft and part of the future. We take responsibility for training, guidance and development. We want to give an honest and proper picture of what working in a kitchen means, and we see shaping the next generation, professionally and personally, as an important responsibility.

We also want to be open about our work. We make our direction and responsibilities visible and will continue to share how the work develops. Credibility means that what we say can also be seen in the way we run our restaurant.

Our responsibility extends beyond our walls. We work for strong local partnerships because a responsible food culture is created together by restaurants, producers, educational institutions, the city and its people. We want to contribute to a local culture in which responsibility, respect and development are not merely discussed but built together.

We respect human rights and want Hærværk to be a place where people meet with dignity, respect and decency. This applies to employees, apprentices, guests, partners and the communities of which we are part.

In practice, we:

- Work with clear frameworks and ongoing alignment of expectations
- Take responsibility for the working environment, well-being and collaboration in a fast-paced industry
- Develop and adjust internal frameworks when experience and dialogue show we can do better
- Take responsibility for training, guidance and development of apprentices and employees
- Make our direction and work visible externally
- Work for strong local partnerships
- Meet guests, partners and local communities with respect and integrity

Responsibility for this commitment rests with Restaurant Hærværk's management and ownership. Management must ensure that this direction is embedded in how Hærværk operates, not simply written on paper. We expect the work to evolve over time and will adjust practice when experience, dialogue and reality

require it.

Hærværk JEDI 1.0 is our public starting point. It connects what we do with what we believe and makes clear how we want to run Hærværk, now and in the future.

Signatures

Handwritten signatures reproduced from the original signed Danish declaration.

