

Sustainability policy

Restaurant Hærværk - effective May 2026

Effective May 2026. This policy applies throughout Restaurant Hærværk.

Introduction

This sustainability policy is Restaurant Hærværk's overarching policy. Its purpose is to be transparent and clear about how we work and what we expect of one another and of the world around us. It is supplemented by specific documents on Hærværk's purpose, JEDI, human rights, climate action and responsible public affairs.

Governance and responsibility

Rune Sørensen, owner-manager, is responsible for ensuring sufficient resources, systems and organisational capacity to meet this policy. He incorporates its requirements into business planning, operational processes and decisions, and manages operational execution including data coordination, reporting, internal controls and training. Employees must follow related procedures and report issues, shortcomings or breaches to Rune or Esben.

Review practice

All policies are reviewed annually against regulation, best practice and stakeholder expectations alongside the ESG report and carbon account. A larger review accompanies B Corp audits and the year-three and year-five objectives. Next major review: 2029.

Scope

- All employees, contractors and temporary staff acting on behalf of the organisation
- All activities, operations, products and services that may contribute to or be affected by sustainability, climate risk, operational risk or compliance

Overall sustainability commitments

- Comply with applicable environmental, social and governance requirements
- Prevent or minimise impacts from activities and infrastructure through effective risk management
- Drive continuous improvement through systematic performance reviews, ambitious goals, annual reporting and quarterly staff meetings
- Increase employee awareness of environmentally responsible conduct
- Set labour and environmental expectations for suppliers and partners
- Communicate openly and regularly with stakeholders about environmental performance
- Promote innovation that supports sustainable development, protects the environment and advances an inclusive society
- Communicate publicly about our environmental work and B Corp commitments

E - Environmental responsibility and circular economy

Energy

The restaurant prepares an annual carbon account, using financial year 2024-2025 as its baseline. It is spend-based but incorporates CO2 figures supplied by producers and suppliers. Results are compared with a reduction plan, and the climate plan is informed by the account, B Corp criteria and our broader environmental work. Energy readings are reviewed annually.

Qualitative objectives:

- Review energy figures at quarterly staff meetings and integrate CO2 management into daily operations and decisions
- Identify direct and indirect emissions from our own and supplier production, transport and employee activities
- Implement approved reduction programmes annually and encourage employee-led initiatives
- Support the Paris Agreement's 1.5°C goal
- Identify behavioural changes in electricity and heating use and train staff to identify reductions
- Report energy performance and targets in the annual ESG report
- Plan oven use through a laminated schedule and make electricity, heating and water consumption visible

Targets:

- Assess possible Scope 1, 2 and 3 reductions annually
- Conduct CO2 due diligence for new purchases
- From 2027, quantify total emissions and define reduction rates for the following three to five years
- Review the climate action plan at least every three years; next review in 2029

Renewable energy

For the past three years, the restaurant has purchased 100% green electricity through Elkraft and will continue to do so. On-site generation is not possible.

Waste

The restaurant's waste plan supports Danish waste regulations, correct sorting and disposal, circularity, environmental protection and material recovery, with as little residual waste as possible. It documents each waste fraction, supports supplier dialogue on circular deliveries and is reviewed annually with the carbon account.

Food waste and ingredient use:

- Refine food waste and side streams, for example through fermentation of apple peel
- Use more of every ingredient and make residual products part of the kitchen's craft
- Make waste reduction visible in everyday kitchen practice

Qualitative objectives:

- Review waste figures quarterly; identify waste sources; train employees in reduction and sorting
- Follow local disposal requirements, improve sorting and labelling, minimise single-use plastic and include waste training in onboarding

Targets:

- 75% return solutions from suppliers in 2026
- Maintain an annual recycling rate of 1-3 from 2026, as defined in the source policy
- Train 100% of employees in waste handling by June 2026 and annually thereafter
- Visit HCS in 2026 to inspect waste solutions and explore opportunities

Water

We review water data and have already introduced reuse and saving measures. We aim to protect water quality and ecosystems, prioritise management in high-risk areas, improve access to consumption data and report annually.

Targets:

- 100% compliance with wastewater-treatment requirements
- Quarterly reduction in water consumption per guest

Sustainable value chain and purchasing

Hærværk has a relatively narrow value chain shaped by its mission and values. Knowing suppliers and staying in close contact are essential. We work with seasonal and local ingredients. Purchasing is by far the largest item in our carbon account and therefore a central focus.

Organic sourcing

We hold the Organic Cuisine Label in gold. Organic sourcing is common decency to us and part of creating better conditions for soil, insects and biodiversity. The gold label means 90-100% of our purchases are organic.

Producers

We visit producers at least annually to review the season, next year's planting and how collaboration works in practice. Visits give employees hands-in-the-soil understanding and help confirm standards. Each year we identify a top three based on spend/volume and environmental risk, document impacts and mitigation, and set one or two objectives. Weekly conversations cover ingredients ready for delivery, with suppliers making the deliveries.

Qualitative objectives:

- Consider actual and potential environmental impacts in purchasing decisions
- Collaborate with suppliers on Scope 3 reductions and prioritise documented climate action, responsible sourcing and organic practice
- Screen new suppliers by service level and country risk and require a returned third-party Code of Conduct email
- Obtain supplier transport data and improve ordering through larger purchases, fewer deliveries and better planning
- Build more local stock, especially wine, and use Danish wine where quality and style permit
- Use the carbon account to understand purchasing without standardising away Hærværk's identity

Targets:

- Code of Conduct confirmation from 20% of selected suppliers by June 2026, 50% by December 2026 and 100% by 2029

- Environmental, labour and human-rights requirements in 100% of contracts by 2029
- Supplier climate-risk and emissions screening completed in 2027

Other suppliers

Responsibility extends beyond food to textiles, laundry, cleaning, coffee, packaging, energy, service and other partners. Where possible we choose suppliers with decent conditions, lower resource use, documented environmental care and practical, durable solutions.

Cleaning target: all purchases carry the Nordic Swan Ecolabel now and in future.

Textiles: Textilia supplies environmentally conscious textiles, including upcycled solutions and Nordic Swan Ecolabelled laundry, while creating opportunities for people at the edge of the labour market. Target: assess replacing kitchen paper with textile cloths in 2026.

Biodiversity and animal welfare

Biodiversity is a condition for making food, not something alongside it. Without living soil, clean water, healthy marine populations and diverse landscapes, future ingredients disappear. We serve a significant amount of meat, but animal welfare is integral to purchasing. Much is game shot by our own hunters; for purchased meat we know the producer and can account for the full journey from field to kitchen. We follow a nose-to-tail philosophy and use the whole animal.

Objectives and targets:

- Maintain focus on biodiversity and welfare in purchasing and menu planning and support producers' work
- Report annually through the ESG report
- Retain the gold Organic Cuisine Label with 90-100% organic sourcing

S - Social responsibility and CSR

Social sustainability runs through most of what we do: how we work together, train apprentices, enter partnerships and contribute to our local community. It means responsibility for people, the craft and the community. We are a small business and must take on tasks we can perform properly, but we will keep contributing whenever we have the capacity.

Workforce, health and safety

It should be enjoyable to work at Hærværk. We operate under a collective agreement and continually work to create the best possible workplace with proper conditions.

Qualitative objectives:

- Freedom of association and collective bargaining; no forced labour, child labour or discrimination
- A safe and healthy workplace, a safety-focused culture and preventive health and ergonomic programmes

Target: annual safety training for 100% of employees.

Working conditions

- Fair employment and equal treatment
- Pay above the minimum and in accordance with the collective agreement

Targets: new employee handbook in 2026; annual working-practice audits; 100% ILO compliance; and 100% compliance with collective pay agreements.

Social dialogue

Daily informal dialogue includes continuing feedback on well-being, workflows and professional development. We learn together and build a shared understanding of food.

Targets: quarterly staff meetings; win a best-workplace competition by 2030; and implement an inclusive-language guide by 2031.

Career development and training

We build a culture in which employees and apprentices include climate in daily choices and carry that knowledge forward as ambassadors. We promote lifelong learning and structured career paths and collaborate with other Aarhus businesses on education at Aarhus Tech College. Target: identify two measurable objectives by 2027.

Diversity, discrimination and harassment

The restaurant industry has relatively broad equality, although chef roles skew male and waiter roles female. We commit to JEDI and to strengthening our work continuously.

Targets:

- Sign and publish the Human Rights and JEDI commitments by June 2026
- Maintain focus on gender balance and ensure at least one full-time woman is employed
- Annual internal JEDI training for 100% of employees from 2026
- Communicate the JEDI plan and progress at least annually from 2027, fully implemented by 2029
- Tailored learning and mentoring by 2029
- Inclusive internal language guide and external communication and ethics guide by 2031
- Participate in at least one collective political, industry or business initiative advancing JEDI by 2031

Human rights, child labour, forced labour and trafficking

People should be treated properly. We commit publicly to human rights from the kitchen to the sea, fields, vineyards and coffee plantations, based on the UNGP, UDHR/IBR and ILO fundamental principles. We have zero tolerance for violations, implement value-chain due diligence and review working conditions, health, safety, seasonal labour and subcontracting during producer visits.

Targets:

- Written human-rights confirmation from 50% of relevant suppliers by December 2026 and 100% in 2027
- Annual human-rights training for 100% of employees from 2026

Local focus

Hærværk is closely connected with Aarhus. We work with local producers, small suppliers and people from our area to create value where we belong. Community means relationships, responsibility and active participation, including local partnerships, events and professional communities that share knowledge and strengthen Aarhus food culture.

G - Ethics and governance

Hærværk is owner-managed, connecting leadership, responsibility and operations closely. Responsible governance means running the restaurant properly, transparently and with respect for employees, guests, producers, the profession and our surroundings. Delegating responsibility and giving employees ownership are part of good leadership.

Bribery, fraud, corruption, money laundering and business integrity

We comply with applicable law. Objectives include the highest standards of integrity and transparency; prohibition of bribery, fraud, corruption and laundering; strong internal controls and due diligence; clear expectations for employees and partners; open and safe whistleblowing; third-party, customer and transaction risk assessments; compliance with law and international standards; and continuous training.

Targets: annual training for 100% of employees and a signed Code of Conduct from 100% by 2029.

Guest satisfaction

Guests are important stakeholders. We monitor how food, service, communication and values are experienced through Dinnerbooking, email, telephone, social media and direct dialogue. Feedback informs daily operations and staff meetings.

Target: maintain strong guest reviews and monitor them monthly so shortcomings can be addressed quickly. Evidence includes Dinnerbooking data, guest feedback, complaint-handling examples and staff-meeting notes.

Certifications and standards

- Gold Organic Cuisine Label
- Working toward B Corp certification
- Annual financial statements, carbon account and ESG report
- Annual policy review and updated objectives

The sustainability policy will next be reviewed in spring 2027 and revised in 2029.

Aarhus, date: _____ Rune Sørensen