

# Sovino Brands' Corporate Social Responsibility Policy

Sovino Brands operates restaurants in and around the very heart of Copenhagen. The restaurants all have their own unique DNA, ambience and flavor. Whether it is for leisure, business or Danish "hygge" we always strive to provide a great experience for our guests.

It is common for all the restaurants that we want to operate them responsibly with respect for the community that we are a part of. Our approach is driven by our commitment to REGA (Restauratørernes Garantiordning), through which we commit ourselves to work systematically to improve our work with social, environmental and economic sustainability.

## **What we do**

As a basis for everything we do, we comply with national legislation. In 2022, we have signed up to the UN Global Compact, which is based on ten principles for sustainable business. The ten principles have been operationalized by applying the global minimum standard of social responsibility: UN Guiding principles on business and Human Rights as well as the OECD Guidelines for Multinational Enterprises. We will continuously identify, prevent and mitigate potential adverse impacts that we may cause or contribute to on international core principles of human rights, the environment and anti-corruption. We will communicate how we deal with these impacts and in the event of actual adverse impacts, we will ensure access to redress.

## **What requires our attention**

Our guests must experience transparency in our work with core principles on social, environmental and economic sustainability. Therefore, we want to make it visible how we handle negative impacts. Unfortunately, discrimination and harassment can occur everywhere, including in our restaurants; we encourage respect for every one and seek to promote a safe environment. Serving our guests while paying attention to social responsibility requires a lot from our employees; we focus on the dignity and well-being of our employees. We may also have negative impacts on our environment through our operations, including our procurement. That is why we work with principles for sustainable procurement and good behavior. Negative impacts can also occur with our neighbors, especially due to noise around our restaurants and from guests; we will do our best to show respect for our neighbors. We also rely on good relationships with the authorities and other business partners, but will not promote our relationships in ways that are corrupt.

## **Our expectations to our employees**

We expect our employees to act in their daily work in accordance with this policy and thereby assist complying to our commitment. We expect them to do their best to prevent or mitigate adverse impacts and to raise any concerns to their manager.

## **Our expectations for our business relations**

We require of our business relations to comply with the global standard on social responsibility stated in this policy. We will state to our business relations that we expect them to seek to prevent adverse impacts on human rights, the environment and anti-corruption, and that they address actual adverse impacts, if they should arise. If we become aware of unintended essential adverse impacts within our business relationship, we will use or build our impact to get the company to deal with these unintended essential adverse.

## **Embedding social responsibility in everything we do**

Our policy is publicized and communicated both internally and externally. To reflect the ongoing implementation of this policy, it will be reviewed every second year.

Copenhagen, May 2, 2022



CEO, Torben Olsen

Copenhagen, May 2, 2022



Chairman, Erik Preben Holm