

A photograph of two people sitting on a paved road, looking away from the camera towards a rural landscape. The person on the left is wearing a green beanie and a dark jacket. The person on the right is wearing a dark jacket. The road curves through a green field towards a small pond and a red building in the distance. The sky is blue with some clouds.

SUSTAINABILITY REPORT 2019

relæ

manfreds

CONTENTS

INTRODUCTION

- 03. A message from C.P.
- 04. Sustainability Assessment
- 05. Sustainability #goals

SOURCING

- 06. - 07. Farm of Ideas
- 08. Environmentally Positive Farming & Organic Certifications
- 09. Vinikultur
- 10. Local & Seasonal / Sustainable Fish
- 11. Mushroom Project
- 12. - 13. Ethical Meat & Dairy
- 14. Fair Trade
- 15. - 16. Friis-Holm Chocolate, Æbleriget, Saltverk, Dansk Tang & Kølster

ENVIRONMENT

- 17. - 18. Workplace Resources
- 19. Waste Management & Energy Efficiency

SOCIETY

- 20. Community Engagement & Treating People Fairly
- 21. Eating Healthy
- 21. Responsible Marketing

APPENDIX

- 22. Suppliers





A MESSAGE

FROM C.P.

Sustainability is a state of mind. It's a responsible state of mind. I am a father of one and an employer of 140 employees and I feel an enormous responsibility towards my family and my staff to make the right decisions on numerous occasions every day. When I think things through I always end up concluding that the right decision is a sustainable one. A decision that invests in the future, whether it be in future relations, people, or the environment and the planet we live on and from.

We ventured into the process of obtaining an organic certification years back because I felt it was the only right decision to make. The thought matured with the birth of my child and the enormous responsibility I felt in feeding him nutritious and wholesome foods. Feeding him right became a big part of raising him. It didn't make sense to me that I only wanted to serve him organic produce and at the same time served conventional produce at the restaurant. As a chef I feel that you need to take responsibility for what you serve your guests and to live up to their expectations. Particularly in the high-end industry where guests take it for granted that the produce is of the highest quality, we need to resolve our part of the contract and make the right choices, on gastronomical as well as ethical qualities.

The mindset expanded from being focused on organic agriculture to looking at other parts of our business to make sure that we made the right decisions all over. It has been a great discovery to understand that even though we have been very aware from the very beginning there has been so much to learn for us about sustainable practices. Everything we do should have a sustainable and reasonable approach. Everything from how we differentiate our waste to what we invest in as a business needs to be focused on the long run and that all types of resources should be treated with intelligence and respect. Whether that involves using backsides of printed menus to take notes or re-fermenting wasted wine to vinegar we have implemented a mindset where everybody tries to make sustainable choices and finds a joy and pride in reducing our waste or consumption.

Having received the award for Most Sustainable Restaurant by the SRA in 2016 and been listed on the World's 50 Best Restaurant list 3 times in a row makes me enormously proud of this journey we have ventured on. The greatest thing is to know that we still have so much to learn and even though we might be at the top of the SRA's ranking we never feel that we are doing well enough. There are always more decisions to make.

Christian F. Puglisi

SUSTAINABILITY ASSESMENT

SOURCING

Environmentally Positive Farming

Local and Seasonal

Sustainable Fish

Ethical Meat and Dairy

Fair trade

ENVIRONMENT

Water Saving

Workplace Resources

Supply Chain

Waste Management

Energy Efficiency

SOCIETY

Community Engagement

Treating People Fairly

Healthy Eating

Responsible Marketing





SUSTAINABILITY GOALS

As restaurants that employ over 140 staff and collectively serve thousands of guests per year, we can't deny that we have an environmental impact. We constantly question our practices in all areas, from the food and drinks we serve, to the resources we use and actions we employ. We aim to be able to reduce the impact of our operations on the environment, while still providing a high-quality end product and service to our guests.

SOURCING

FARM OF IDEAS



In 2016 we established Farm of Ideas, a 55-hectare plot of land based in Lejre dedicated to organic and sustainable agriculture. The farm came about due to a desire for a greater understanding of raw produce and the need to take responsibility for it.

After three amazing years, we made the decision to relocate and join the pioneers of organic agriculture at Svanholm. The farm has now taken on an even greater purpose than providing amazing produce to our restaurants in a sustainable manner. Now it acts as a catalyst for change, spurring dialogue between chefs and farmers, inspiring others to develop their bonds with their producers and challenging current food systems.

The farm is inspired by the market-gardening movement, meaning we work in small, intensive beds and disturb the soil as little as possible. This makes for a greater biodiversity and eliminates the need for large and excessive machinery – we currently use only one small walking tractor which is run on gas.

Everyday our delivery driver heads to the farm to collect vegetables and milk to be used by the restaurants later that same day. This collection is part of a circular route, where all deliveries and drop off are factored in - like the bread from Mirabelle Bakery - so we keep back and forth to a minimum. We encourage staff to participate in lift sharing, so chefs can frequently visit the farm, and farm staff will often catch a ride with the delivery driver back to town.

We provide bikes for the volunteers staying at the farm house so they are able to travel to and from the farm and around the neighbouring area, eliminating the need for driving.

SOURCING

FARM OF IDEAS

SEED EXCHANGE

In 2017 we hosted the first Seed Exchange festival, a free 2-day event open to the public. Seed Exchange brings communities, chefs and farmers together, in a hope to inspire consumers to critically source produce and to allow traders to exchange seeds and knowledge. It also acts as a way to preserve biodiversity, as rare and uncommon seeds are traded.

FREDAGSGRØNT

Last year we introduced Fredagsgrønt, an annual subscription service that provides boxes of seasonally available vegetables to our local community. This helps get local, organic and seasonal produce into people's kitchens – and gets them thinking about how they should source fruit & vegetables. Since partnering with Svanholm it's also allowed us to reduce food waste, as we can combine surplus produce from both farms.

SVANHOLM

In 2019 the farm relocated to Svanholm, where it has joined Denmark's largest intentional community and the pioneers in organic agriculture. The move provides the opportunity to expand Farm of Ideas, as we hope to develop a Farm Lab and space for chef education, food research and gastro-events. But this move is about more than infrastructure, as Svanholm also choose to work in the field to inspire others to produce better organic produce. By working together, we can spread the message futher than ever.

FRA GREB TIL GAFFEL

We participate in Fra Greb Til Gaffel, an interdisciplinary exchange programme that provides farming internships for culinary students and vice versa. The ambition of the scheme is to increase participants' insight into the ecological thinking in agriculture and cuisine, and to increase the interdisciplinary understanding between chefs and agricultural students.

SOURCING



ENVIRONMENTALLY POSITIVE FARMING & ORGANIC CERTIFICATIONS

What we can't produce ourselves, we source directly from organic, local and small scale farms. Some of these farms include: Birkemosegård, Skytte, Kysøko, Ventegodtgård, Kiselgården, Svanholm, Hindsholm Grisen and Bisserup Fisk. All these farms practice organic or biodynamic farming and are all certified organic.

We are certified organic across all of our venues and hold the highest level of 90-100% with a gold mark. This means that at least 90% of everything we buy and serve comes from farms that work in an environmentally positive manner, without the use of pesticides and other chemicals and this is regulated every three months by the Danish Veterinary and Food Administration.

Our beverage program is included in our certification, meaning that all of the wine, beer and non-alcoholic drinks come from vineyards, breweries and farms who are also certified organic.

Our wines are all natural and from vineyards who farm organically and use little to no sulphur in their vinification process. Most of our beer is from a local brewery called Kølster, which is just 35 kilometers north of Copenhagen. The founder, Per Kølster, not only brews organic beer, but farms his own grains and makes his own malt.

SOURCING

VINIKULTUR

Based on the concept of expanding synergies between the restaurants, Vinikultur was founded as our personal wine import after we bought our first pallet of champagne in 2011.

Today it has an extensive portfolio featuring some of the most important winemakers. The wines chosen are all low-intervention, from a small-grower profile and most often organic or in conversion. We work alongside fifty-five renowned organic or biodynamic certified producers from France, Italy and Spain.

These wines are made by farmers who work every day in their vineyards trying to find a balance between nature, terroir, tradition and with minimal intervention, resulting in wines that are honest and pure. Wines resulting from this principle are called “natural wines”, as they are pure expression of the grape and its interpretation of the terroir. In the cellar, grapes are transformed into wine with minimal or, in some cases, no addition of sulfur dioxide or yeast and are not filtrated. In other words, nothing is added and nothing is removed. It's important for us to have close relationships with all of our suppliers, as their production methods are as important to us as our own.

SOURCING

LOCAL & SEASONAL

The majority of the products we use are from local farms. Local in this context means within Denmark. Almost 100% of our fruits and vegetables come from Denmark, with the exception of citrus fruits, which come from Italy. All of our meat and fresh seafood are Danish and organic, with the exception of anchovies, which are from Spain. Sourcing local products helps the local farmers, reduces storage costs and energy and also minimizes the destructive effects of transportation. We use fruits and vegetables that are in season; using fresh when possible and pickling and preserving for the off seasons. By keeping a good relationship and dialogue with our producers, we change our menus according to what is best and available at the time.

Sustainable Fish



We work with **Fiskerikajen**, a company dedicated to sustainable and gentle coastal fishing practices. Fiskerikajen refuse to fish endangered species, instead viewing any restrictions as an opportunity to source new, more sustainable produce.

They are members of the **Association for Gentle Coastal Fishing (FSK)**, with whom they and WWF partnered with on the project “Fra Hav Til Tallerken”, funded by the Velux foundation. Off the back of this project, Fiskerikajen, together with the coastal fishermen from Langø and Kutterfisk ApS, founded **Kystfiskerkompagniet ApS**. This small fish processing and wholesale company located on the harbor quay in Korsør fishing harbor aims to revitalize Danish coastal fishing. Since 2012 they have co-hosted the fundraiser “Kokke For Skånsomt Kystfiskeri” at Odd Fellow Palæet, which raises funds for FSK.

Our organically farmed **trout** is from Bisserup, who take pride in organic aquaculture and farm their trout in its natural habitat - the sea.

We use preserved **anchovies** from Conservas Lolin, who practice sustainable fishing techniques using traditional fishing methods which are less harmful to the sea.

We use the **Blue Lobster** app, which connects fishermen with local fish consumers by showing you what fish they have caught in real time. This means we get the freshest fish, that is totally traceable and supports local fishermen. Blue Lobster’s aim is to build a world where local fishermen have the power to earn a livable wage from the fish they catch and consumers have easy access to reasonably priced fresh and local seafood.

SOURCING

MUSHROOM PROJECT

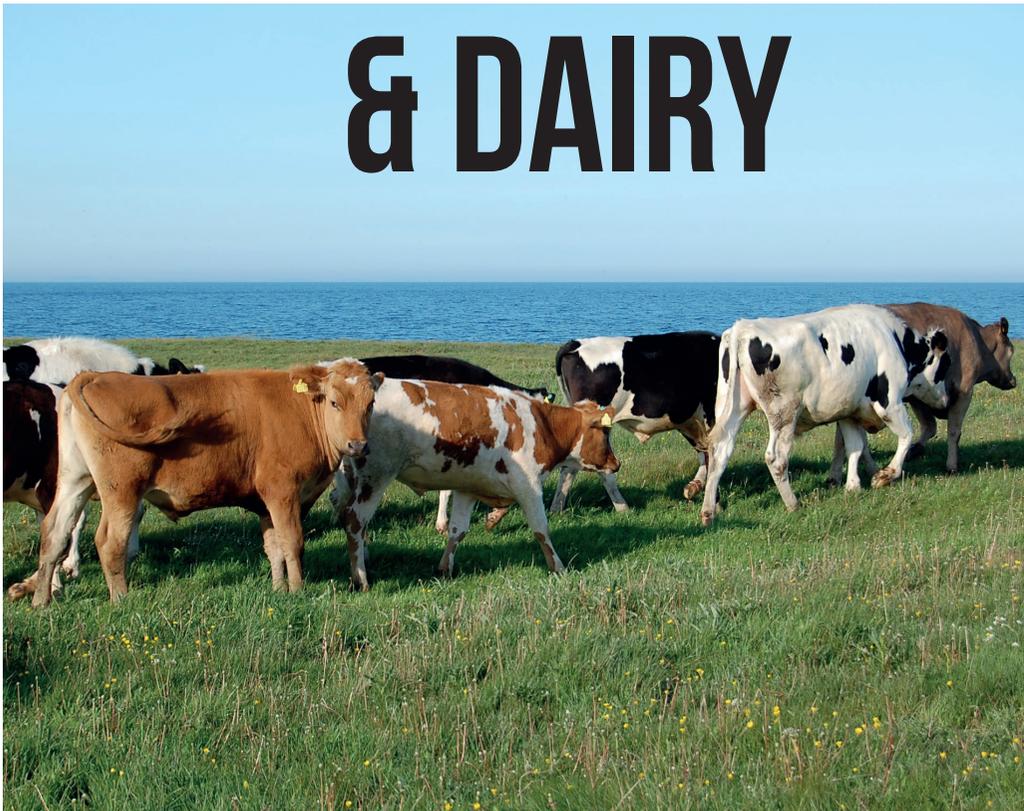
BeyondCoffee is a company founded in 2015. Their purpose is to find and develop ways to use spent **coffee grounds** to make new products. As a start the company has wanted to specialize within the field of **mushroom cultivation** using coffee grounds as growth medium. BeyondCoffee has rebuilt two used cooling reefers to utilize them as an urban mushroom farm on Nørrebro.

Organic coffee grounds are mixed with various ingredients including mycelium. After 4 weeks of growing, delicious, fresh and local oyster and pom pom mushrooms are ready for **harvest**.

These innovative guys are experimenting with turning the then used coffee grinds to make a high protein feed for chickens.

ETHICAL MEAT

& DAIRY



We use whole animals primarily, sharing between the two restaurants and using all the parts we get.

Pork is from HindsholmGrisen, on the island of Fyn. Poul, the farmer, lets his pigs live twice as long as other farmers, allowing a slow and natural growth – one year rather than 6 months. The pigs feed on 100% organic grains, peas and plants, roots and worms found in the ground, and they are never fed soy or concentrates. The pigs live their life outdoors with plenty of shelter. At Hindsholm, one sow will only mother one team of piglets per year, compared to the usual three. The piglets are allowed to stay with their mother until they are naturally weaned so they become strong and healthy pigs.

Lamb is from Havervadgård, on the west coast of Jylland. The lambs roam the marshes and graze along the coast line eating wild vegetation on the marshes and mud-flats that are salt, mineral and nutrient-rich.

The beef we use is from cows that are fed 100% organic vegetable products and are not treated with antibiotics, growth promoters or preservatives. Before slaughter, the cow is not exposed to undue stress. It is taken to a small organic approved slaughterhouse approximately an hour drive away.

A large quantity of our beef comes from Birkemosegård, which is a biodynamic and organic farm approximately 80 km outside of Copenhagen. The transportation to the slaughterhouse is only 15km away.

We also use beef from Steensgaard, a 100% organic farm known for having full control over its production chain. They grow their own animal feed on their fields, have their own organic animal husbandry and slaughter at their own abattoir. This means the animals aren't required to travel and are slaughtered under stress-free conditions.

When we aren't receiving milk from our farm, our milk products come from Øllingegård which is a dairy on Sjælland who only get raw milk from farmers on the same island. The milk is bottled at night, and delivered fresh in the morning. Øllingegård cooperates with Solstice, an ecological fund with an ambitious project that goes beyond the Organic certification by supporting Peruvian farmers and by creating greater transparency for consumers.

The rest of our milk products come from Naturmælk, which is an independent dairy cooperative that processes organic milk through a very close cooperation of 31 organic dairy farmers. The organic cows spend a minimum of 150 days of the year outside eating fresh grass, getting exercise and fresh air.

SOURCING

We use organic, free range Danish ducks and chickens from Gothenborg, and other game meat from Klosterhedens Vildt.

The ducks grow slowly, spending 14 weeks on grass: they are well fed and naturally very healthy. The chickens we use are Norfolk Black, a curious breed that is entirely new to Denmark and unique to Gothenborg. It's special because it prefers to forage for its own food in wooded areas. This means they do not require any land clearing to operate, reducing deforestation. The chickens are slaughtered at 90-days old, much later than the the National Organic Certification Standard of 56 days.

Klosterhedens Vildt follows sustainable hunting practices set out by the Danish Hunter's Association, Danish Forest Association and the Twelve Male Section of Agriculture and Food. We only use Danish or Swedish game meat, therefore reducing transportation as well. All of our eggs and dairy are Danish and certified organic.

We source our eggs from Hegnholt Hønseri. They're fed on an all-organic natural diet: grass, insects, and vegetable trimmings. They also feed on leftover bread from our Michelin-starred restaurant - so they are the most gourmet-fed chickens that we know! Their hens are raised in small groups of 50-250, with a few roosters living in moveable houses. The houses are moved every 1-2 weeks depending on the growth of the grass, to ensure hens have access to plenty of green grass and fresh insects. The chickens are hand slaughtered at a small chicken slaughterhouse on Lolland at the age of 70-120 days.



SOURCING

FAIR TRADE

Our coffee supplier, The Coffee Collective, employs Direct Trade, meaning that their farmers are paid at least 25% more than the Fair Trade price. The Direct Trade ensures that surplus charges paid for premium quality reaches the producers, and is followed up on every year with personal visits to each producer. The coffee is certified organic.

We also work with a wholesale company called Solhjulet, who deal exclusively in organic and biodynamic products. Solhjulet is a large part of a development project in Uganda where they are in cooperation with African Organic/Amfri Farms to not only pay a higher price to the organic farmers and workers in Uganda, but they also focus on the social benefits of the workers, such as a daily hot meal, the possibility of childcare and other initiatives.

The cooperation is based on the development of healthy organic products and to support and develop the organic way of thinking and fair distribution of goods.



SOURCING

FRIIS-HOLM CHOCOLATE



Our chocolate supplier is Friis-Holm. Friis-Holm is part of an international body called Direct Cacao, an interdisciplinary grassroots organization that brings people together in the chocolate and cacao domain from farmers to chocolate makers to journalists.

This body collectively supports directly sourced and ecologically cultivated fine cacao. Mikkel Friis-Holm is a co-founder who chairs for improving trading models within the structure.

Mikkels artisanal chocolate factory is located in Lejre, just outside of the city. It's the best chocolate we've ever tasted!

ÆBLERIGET

We get our apple juice from an organic orchid in Kirke Eskilstrup, Denmark. This small-scale production, managed by Margrethe Lyngs, uses 80 different apple varieties to make juice, vinegar and cider. It's also home to geese, chickens, ducks and sheep.



SALTVERK



The salt we use is sustainably-sourced sea salt from Iceland, from a company called Saltverk; one of the few entirely sustainable salt producers in the world. It comes from Reykjanes, which has some of the cleanest sea water imaginable, and they use the natural hot springs in the pre-heating, boiling and drying process. Geothermal energy is the sole energy source used, which means that they leave zero carbon footprints on the environment and no CO2 and CH4 emissions. The flaky sea salt are handmade pyramid-like crystal salt flakes that contain the flavor and taste of the Nordic region from which the raw materials used in it are derived.

SOURCING

Kølster is a biodynamic brewery situated on a farm 20-minutes north of Copenhagen, where everything from the sowing of the grain to the bottling of the beer is done on-site.

It is certified organic, vegan and biodynamic, with most of the ingredients being sourced directly from the farm. When this is not possible, Kølster works directly with farmers located in Denmark and Europe, sourcing as close as possible to minimise transport.

They also source within the season, foraging for many of their ingredients and allowing the beers to be dictated by what's available.

Kølster is committed to reducing food waste, as any spent grain is used for local cow and pig feed – although they're in the process of upgrading the grain to make any waste fit for human consumption.

The founder, Per Kølster, is also Chairman of the Board for Organic Denmark – an association of companies, farmers and consumers that represents essentially the entire organic food industry in Denmark.

KØLSTER



DANSK TANG

We work with Dansk Tang, a company that sources hand-harvested Danish seaweed from local fishermen. Seaweed is one of the most sustainable foods available: it's highly nutritious but requires little resources to grow, it absorbs CO2 much faster than land-based plants and can actually help clean ocean water. Dansk Tang is also 0-waste, as their fishermen only harvest what is ordered, delivering it immediately to ensure it is its freshest.

ENVIRONMENT

WORK PLACE

RESOURCES

WATER SAVING

We don't sell pre-packaged bottled water at our restaurants. We use a filter system and we serve the water in our empty wine bottles. This means we have no transportation costs, no plastic waste and a way to recycle used glass bottles. We have a policy of never pouring this drinking water into the sink, so when bottles return from the tables untouched, or partially consumed, we consolidate it and reuse it for cleaning the floor.

In Manfreds we have a hand-wash sink that has a timer and in all restaurants we have dual flush toilets which use less water than standard flush toilets.

All of our faucets are installed with aerated nozzles which disperse water, thereby expelling less water than traditional faucets.

SUPPLY CHAIN

We make all our naturally leavened sourdough bread, using only organic local flour, at our bakery, Mirabelle which is under 2 kilometers away from all the restaurants. Its delivery has been added into the journey of our delivery driver, who plans a daily circular route from the farm to every restaurant in one go - minimising any back and forth.

PAPER

The paper that we print our menus on and use in our kitchens, restaurants and office is all FSC-Certified. This is a certification from the Forest Stewardship Council, which is an organisation that works to promote the practice of sustainable forestry worldwide. These paper products are sourced in an environmentally friendly, socially responsible and economically viable manner.

Our paper napkins for guests at Manfreds are FSC-Certified also, and the toilet paper used in Manfreds and Relæ is FSC-Certified and recycled.

We are constantly saving paper where possible: we always use the blank side of used paper for writing notes, drawing up menus and list writing. We use laminated checklists for the kitchen so we don't have to use paper every day. We simply write on it with a marker, then erase it for the next day. We also use a register system that can send receipts to customers by email, thereby saving paper. Our egenkontrol (self-monitoring system) is paperless. We have a system on the iPad where we record our daily cleaning checks. This saves a lot of paper, since there are several checklists that need to be filled out twice a day, every day. We use paper-less employee communications, Workplace and Planday, so we don't need to write up announcements on paper. We also request our suppliers to send invoices by email, and we do the same.

ENVIRONMENT

WORK PLACE

RESOURCES

TEXTILES

Our aprons are made by A-Ply Projects - a local business co-founded and run by our Head chef at Relæ, Jonathan Tam. They use a Swedish fabric producer which is approved by Bluesign - a system for sustainable textile production. Their fabric producer, F.O.V produces high-tech fabrics and the material used for our aprons are dirt and water repellent, which cuts down drastically on washing, so we can use less harsh detergents and less water. The leather on the aprons is made from cattle raised in Sweden and is vegetable tanned leather, which is better for the environment than other forms of leather tanning, like chrome tanning. The aprons are sewn in Denmark and the leather straps are also hand-crafted in Denmark.

Since June 2018, we have used RECY chef jackets, an initiative started by De Forenede Dampvaskerier. RECY chef jackets are made using recycled tablecloths, which in turn saves about 3,000 - 3,500 liters of water per uniform in production.

INTERIOR

We have great respect for art and design: we have chosen to support local artists, who also make sustainable choices, when furnishing our restaurants.

The artwork at Relæ and Manfreds are from local artists who have small independent stores on the same street as Relæ and Manfreds.

The same goes for the ceramics: our plates are made by local ceramicists, Magda Kaluzna and Tasja Pulawska, who are also partners of employees at the company. We think it is important to recognise the efforts and achievements of our community outside of the workplace, this extends to the families of our employees.

The tables at Relæ are made from a locally grown oak tree and the whole table construction project by Københavns Møbelsnedkeri was completed with zero waste, as they managed to use the entire tree in the project. The wood oil used for the tables is a locally produced eco-friendly oil.

CLEANING

We use cleaning products that carry the Nordic Ecolabel. These products have been assessed and approved as sustainable cleaning products. The Nordic Ecolabel is the official Ecolabel of the Nordic countries established in 1989 by the Nordic Council of Ministers with the purpose of contributing to sustainable consumption.

At Relæ, we have reusable fabric napkins for guests which we get laundered through De Forenede Dampvaskerier. This laundry service won the European Business Award for the Environment in 2012 and use only environmentally friendly cleaning products and systematically record and monitor their consumption to reduce their impact on the environment.

We also use Viima, a DFD cleaning solution that uses microfibre technology to stop the use of chemicals. Using only a minimum amount of water, the unique system is able to utilize two of nature's own forces - static electricity and capillary power - to effectively clean. This results in a 90% reduction in chemicals, an 80% reduction in water usage and a 72% reduction in CO2 emissions.

ENVIRONMENT

ENERGY EFFICIENCY

WASTE MANAGEMENT

- **Our restaurants recycle all our cardboard, plastic and glass. We return boxes and bottles to our suppliers so they can reuse them.**
- **Surplus bread stock from our restaurants are given to our chicken supplier Hegnsholt chicken. This contributes to their all organic-natural diet.**
- **Our organic waste is collected by a local community centre called Projekt Offside; a psychiatric social activity centre based around a café in our neighbourhood of Nørrebro. Their community members recycle our waste by turning it into compost at the nursery. Projekt Offside is based on a concept called 'Fra jord til bord' which translates to 'From farm to table', where members of the mentally disabled community are involved in activities in the café and the nursery with the idea of providing them a network of support and initiating personal development. We have a great relationship with the social gardener of the project. Lars Jacobsen, who supplies us with extremely fresh and unique and organic fruits and vegetables, grown at the Offside nursery.**

We use Ørsted, a renewable energy company that runs entirely on green energy. Ørsted develops, constructs and operates off-shore and onshore wind farms, bioenergy plants and innovative waste-to-energy solutions and provides smart energy products to its customers.

Ørsted has a vision to create a world that runs entirely on green energy. Over the past decade, they have transformed from a black to a green energy company by investing 165 billion DKK in renewables and increasing the share of green energy in their energy generation to 75% by the end of 2018.

Their current goal, to have carbon-free heat and power generation by 2025, puts them 27 years ahead of the necessary reductions trajectory for the sector.

Within our restaurants, we use a variety of lighting options that save on electricity consumption. We have LED light fixtures, as well as sensor lights, so we are not using energy where and when we don't need to. In a recent renovation, we changed the lights in the restaurant to energy saving lamps.

In Manfreds' kitchen we use only induction stove tops, which use only a fraction of the energy compared to a traditional stove top. The speed of heating is faster, and the energy used is relatively low which means electricity consumption is reduced. Having induction also generates less heat so less energy is used in ventilation.

It is not an option for us to use induction stove tops at Relæ exclusively, but we do use them throughout the day to minimise the use of our gas stove.



SOCIETY

**COMMUNITY
ENGAGEMENT**

1. We work with Projekt Offside, an organisation that works with citizens who have mental health issues or disabilities. At Gartneri Offside, the participants grow fruit and vegetables for the Centre Nørrebro cafe and restaurants in Copenhagen. We provide them with organic waste, which is used for compost, and occasionally use their vegetables.

2. We are involved in developing recipes for EAT Copenhagen. A Municipal association responsible for making healthy, organic meals for school children in Copenhagen.

3. Annually we participate in a local event for children, Smagen's Time, where we cook a 3 course meal of our local, organic and seasonal ingredients for a group of children. All ticket sales go towards Claus Meyer's Melting Pot Foundation, a charity providing support to children and young people, persons with criminal background, refugees and immigrants

TREATING PEOPLE FAIRLY

We consider the segment of 'treating people fairly' in two lights - one where we, as a business, treat our customers in a fair manner, and secondly, one where we, as a workplace, treat our employees in a fair manner.

We treat our guests fairly by offering a fair price, offering vegetarian options and dietary changes, if needed. Both restaurants also cater for vegetarians with a fully vegetarian menu available and for dietary requirements, as stated on our websites.

Currently, Relæ is the cheapest One Michelin-Star restaurant in Denmark. At the same time, Relæ is the only one of these restaurants that holds an organic certification.

This is a deliberate effort to make organic gastronomic experiences accessible.

We seek to treat all employees fairly in many different ways, including, having formal written contracts that includes annual holiday rights and pay according to legislation, sick pay according to legislation and a procedure set out of employee grievances.

We believe that everyone who works in our restaurants should also be able to eat in them. Staff members receive employee benefits like free or discounted meals, to be shared with their own guests.

Annual training is offered to employees for occupational health and safety, hygiene, fire safety and first aid.

We also take part in the Danish apprenticeship scheme for students who are studying at the Copenhagen Hospitality College, and learning to become a qualified chef.

This requires one qualified chef per two students for proper guidance and supervision. By law we employ the student on a full time basis, paying them during their entire four-year apprenticeship. We pay the students more than the minimum wage to encourage loyalty and promote fairness.

Every year, we organise trips to visit some of our local suppliers. We believe that it brings the team closer together, but also brings us closer to the heart of what we are doing at the Relæ Community. Being able to show the staff where the food comes from, and to meet the lovely farmers who work harmoniously with the earth, is really inspirational for many people. We try to do at least two or three trips per year - all financed by the company.

Since Relæ has opened, we have had a staff appreciation party every year. We make this a big event and make sure that every staff member is able to participate. The money for the staff appreciation parties comes from the company, and not from the tips or salaries of employees. All staff are given Christmas gifts from the company also.

From a customer perspective, we provide only healthy options – which is why we don't need to specify which items on our menu are 'healthy options'. The menus that we serve are all organic and are mostly vegetables. We rarely serve deep-fried items and we use almost no highly processed ingredients. Almost everything that we serve is made in-house, so we know all the ingredients, and we do not use commercial additives such as MSG or chemical preservatives.

For our employees, coffee, lunch and dinner are provided, as well as staff drinks. All the food we provide to staff is of the same quality as what we provide to our guests. That is, healthy and organic food, with a focus on vegetables and all prepared in-house. The staff meals also cater for dietary requirements. We have a weekly program of staff meals, where at least one time per week we have vegetarian meal, promoting our vegetable-focused philosophy and at least once a week, we provide dessert and wine for staff. Since everything we use is organic, it does help to influence the staffs' personal decisions to buy and cook organic and local, which is a positive effect for both personal health and the health of the environment.

EATING HEALTHY

Responsible MARKETING

At the Relæ Community, we pride ourselves on the quality of our products and the honesty of our service. If guests want to know the origin of any product, we will gladly tell them.

We display the SRA ranking on our front door, and share our sustainability document, as well as contacts to all of our suppliers on our website.

For guests, the tipping policy is clearly stated on the bill - 'Service is included, but gratuity is optional', so guests are clear about where their money goes.

APPENDIX

Suppliers

FRUITS & VEGETABLES

A&C Grøntorvets Catering - <http://www.aogc.dk>
Beyond Coffee <http://www.beyondcoffee.dk>
Birkemosegård - <http://www.birkemosegaard.dk>
Kiselgården - <http://www.kiselgaarden.dk>
Kysøko - <http://www.kysoko.dk/>
Møn Økologisk - <http://www.moneko.meonia.dk>
Farm of Ideas - <https://farmofideas.dk/>
Skytte - <http://www.skyttes.com>
Solhjulet - <http://www.solhjulet.dk>
Svanholm - <http://svanholm.dk/>
Ventegodtgård - <http://www.ventegodtgaard.dk/>
Dansk Tang - info@dansktang.dk

SEAFOOD, MEAT & DAIRY

Bisserup Fisk - <http://www.bisserupfisk.dk/>
Conservas Lolin - <http://www.conservaslolin.es/inicio>
Havervadgård - <http://www.havervadgaard.dk>
Hegnsholt Hønseri - <https://www.hegnsholt.net/>
HindsholmGrisen - <http://www.hindsholmgrisen.dk>
Klosterhedens Vildt - <http://klosterhedensvildt.dk/>
Steensgaard - post@steensgaard.dk
Naturmælk - <http://www.naturmaelk.dk/>
Øllingegaard - <http://www.oellingegaard.dk/>
Gothenborg - info@gothenborg.dk

DRY GOODS

Friis-Holm Chocolate - <http://www.friis-holm.dk/>
Mill and Mortar - <http://www.millmortar.com>
Saltverk - <http://www.saltverk.com>
The Coffee Collective - <http://coffeecollective.dk/>



References

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Projekt Offside - <http://projektoffside.dk/>
A-Ply Projects - <http://www.aplyprojects.com/>
Sustainable Restaurant Association - <http://www.thesra.org/>



Photography

Luca Donninelli
Per-Anders Jørgensen
Mikkel Heriba
René Georg
Karl Ejnar Jørgensen
Rachel Jones