



COMMUNICATION ON ENGAGEMENT

DRC DANMARKS
RESTAURANTER
& CAFEER

UN GLOBAL COMPACT - COMMUNICATION ON ENGAGEMENT (COE)

Period covered by this Communication on Engagement:

From: August 26th 2019

To: February 28th 2022

Part I. Statement of continued commitment and support

Copenhagen, March 1st, 2022

I am pleased to confirm that Danmarks Restauranter & Cafeer (DRC) hereby reaffirms its support to the United Nations Global Compact and its Ten Principles in the areas of Human Rights, Labour, Environment and Anti-Corruption. This is our Communication on Engagement with the United Nations Global Compact. We welcome feedback on its contents.

In this Communication of Engagement, we describe the actions that our organization has taken to support the UN Global Compact and its Principles as suggested for an organization like ours. We also commit to sharing this information with our stakeholders using our primary channels of communication.



Torben E. Hoffmann Rosenstock

Director, Danmarks Restauranter & Cafeer

Danmarks Restauranter & Cafeer (DRC)

Denmark's Restaurants & Cafes, DRC, is the restaurant and hotel industry's trade association, which offers membership for all of Denmark's restaurants, cafes, bars, discos and accommodations etc. The trade association with approx. 1500 members gives industry-specific legal advice as well as a wide range of cash benefits and better competitive conditions.

DRC is an organization in constant development, where we continuously set new goals that can contribute to, develop and future-proof the industry. We work to ensure the best framework conditions for the industry whereas corporate social responsibility is fundamental in everything we do. We always inform and try to inspire our members to act sustainable and strengthen accountability in their daily operations.

[Visit our website and read more about DRC here](#)

Part II. Description of Actions

DRC became a member of Global Compact in 2017. Only a few months later DRC's Board of Directions amended the associations articles of association, so that our commitment to work with Corporate Social Responsibility is written into the association's statutes.

For the past two years DRC has taken a number of actions in order to support the UN Global Compact Principles and to engage with the initiative. We do this on two levels:

1. We look at DRC internally - how we engage with our members, business relations, political stakeholders, employees at DRC etc.
2. We look at how we can support a more responsible restaurant industry and how we can inspire and guide our members in line with the 10 principles in UN Global Compact.

Ad.1. Internal descriptions of actions

- At DRC we have initiated our due diligence work and have almost implemented the minimum standard for responsible business conduct according to the UNGP's and OECD guidelines (we are still missing a tell-us mechanism). In this respect, we are about to launch our impact assessment on possible negative impact on both social-, environmental and economic sustainability on our website to create transparency and inspire others to do the same.

Ad.2. External descriptions of actions

- In DRC we want to contribute to improve the physical and mental health for employees in the industry. Therefore, DRC have conducted an impact survey involving +700 respondents from nine different restaurant chains in November 2021. Question about employees experiences with discrimination and harassment were among others included. The results were as follows:
 - o 25% have either experienced or witnessed sexual harassment from guests.
 - o 8% have experienced or witnessed sexual harassment from colleagues.
 - o 17% have experienced or witnessed physical harassment from guests.
 - o Almost 3% have experienced or witnessed physical harassment from colleagues.
 - o 79% of respondents have *not* experienced or witnessed any harassment from colleagues.
 - o Almost 47% have *not* experienced or witnessed any harassment from guests.
 - o Almost 68% state that they know what to do or who to contact, in case they themselves experience harassment or see others being exposed to it.

- DRC's has developed a policy and a guide on how to prevent sexual harassment and abusive behavior in the industry and how to react if it happens. The policy and guide are distributed to our members and available on our website.

- In DRC we have taken initiatives to offer educational programs. The programs have different educational topics such as a general Danish Hospitality Diploma, continuing education within sustainable service design and good leadership.

DRC and REGA

To support the restaurant industry in becoming more sustainable DRC has initiated REGA (**R**estaurateurs' **G**uarantee **A**ssociation). It was launched in May 2018, and is a binding collaboration for restaurateurs who guarantee to work systematic and focused with responsible business conduct.

Members of REGA are committed to signing up to the UN Global Compact and to live up to the UN and OECD's minimum standards for responsible business conduct (UN Guidelines for Human Rights and Business and OECD Guidelines for Multinational Enterprises). This means that members of REGA work together and focus on improving the company's social, environmental and economic bottom line. In this way, respect for human rights, the environment, and a focus on anti-corruption are guaranteed.

DRC provides the facilities and runs the REGA secretariat from where we facilitate the processes of working with the different management systems. We do this by offering:

- Due diligence work in: Human Rights, Environment, Anticorruption
- Individual counselling
- Tools and templates
- Courses and workshops
- Network

With REGA a best-practice model is created which sets out both how the restaurant industry can best run responsible and sustainable businesses, and how companies across the industry can work together in a joint initiative that has corporate social responsibility in focus.

REGA membership

There are currently 13 members of REGA. Together they represent around 240+ restaurants and bars, 7500+ employees and a 3,5 billion DDK turnover.



The members of REGA take the work to a new level by documenting that they follow the minimum standard and are among the first companies in the world to document their effort. This will provide them with competitive advantage when it comes to marketing, reputation and recruitment.

The REGA collaboration does not only provide a guarantee for those who enter into the agreement, it also raises the bar for partners and other stakeholders. As such, the collaboration has an indirect impact on many actors in the industry.

With REGA, the restaurant industry is taking a leading role in showing how an entire industry can work together to not only raise its own CSR profile but also raise others.

DRC initiated REGA because we believe that raising the bar on CSR will create an increased sense of trust in the industry, happier employees and even more satisfied customers.

The work with REGA has been heavily affected by Covid19 and the long shutdown in the industry. However, during the first two months of 2022, the first two companies have gone through their REGA audit and more are expected to follow in the coming months.

[Read more about REGA here.](#)

Working with the SDG's

In DRC we also look at how we can contribute to sustainable development within the restaurant industry. For the restaurateurs to succeed in their sustainability efforts and to become the front runners on sustainability, collaboration with suppliers and subcontractors is key. If the restaurant industry is to lift itself and make a significant difference in sustainability, we most often need to include the value chain.

A substantial project DRC has engaged in is a project called “SDG's in the value chain”. Together with the Global Compact Danish Network, we were fortunate to receive funding for a three-year project from The Danish Industry Foundation with the aim to find and develop the best sustainable solutions to the restaurant and bar industry.



Based on four of the SDG's, the Danish industry, experts, NGO's and restaurateurs were brought together to raise the level of sustainable restaurant in Denmark through collective efforts. With the project “SDG's in the value chain” we have aimed to identify, test and market mature new solutions that can solve some of the sustainability challenges and moreover be disseminated across industries to increase the growth potential of the companies developing the solutions.

The project “SDGs in the value chain” ended in 2021, and the outcome were among other things:

- **A guide to more sustainable packaging for take-away drinks and food.**
The takeaway packaging market is massive and can be confusing for consumer as well as the provider. The newly develop guide to a more sustainable packaging is an easy solution to finding the best packaging for each product.
- **A strong multi stakeholder network focusing on reusing take-away packaging**
During the project period a network was formed where we work together to establish systems for increased reusing of takeaway packaging. When the project period ended in 2021, DRC stepped in as secretary for the group to ensure the continued knowledge sharing between stakeholders and the search for new solutions.
- **A food waste calculator and guide to reduce food waste**
Different tools including videos and one-pagers on how to reduce food waste in the restaurant industry were developed. A 'food waste calculator' in which restaurants can enter their amount of food waste and discover how much it benefits climate and environment to send the food waste for recycling in biogas plants rather than send it with the residual waste for incineration.

Read more about "SDG's in the value chain" at [Global Compact Network Denmark](#)

Part III. Measurement of Outcomes

- DRC has attracted new participants to the UN Global Compact through the REGA initiative and the members commitment.
- DRC's Director, Torben Hoffmann Rosenstock, has entered the Board of Directors in Global Compact Network Denmark.
- We have raised awareness about our work with sustainability, our activities and The UN Global Compact local network on our social media.
- Organized learning and dialogue events, workshops and training for the REGA-members on the UN Global Compact and specific topics relevant to corporate sustainability and ongoing projects.
- DRC has conducted an impact survey with +700 respondents in order to among other things examine the prevalence of discrimination and harassment.